



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr A Grant

AND

AA Developments Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: North Shields

On: 14 November 2017

Before: Employment Judge Johnson (sitting alone)

Appearances:

For the Claimant: Dr H Kay, Solicitor

For the Respondent: Mr Sangha of Counsel

JUDGMENT ON PRELIMINARY ISSUE

- 1 The claimant was at all material times (from the beginning of 2015 until 7 April 2017) suffering from a physical impairment (bile acid malabsorption syndrome and obstructed bowel) which amounts to a disability as defined in Section 6 of the Equality Act 2010.
- 2 The claimant's stress, anxiety and depression does not (and did not) amount to a disability as defined in Section 6 of the Equality Act 2010.
- 3 Insofar as it is necessary, permission is granted to the claimant to amend his claim form to include allegations of harassment contrary to Section 26 of the Equality Act 2010 and victimisation contrary to Section 27 of the Equality Act 2010.

EMPLOYMENT JUDGE JOHNSON

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON
20 November 2017**