



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss D Japal

v

London Borough of Islington

Heard at: Watford

On: 23 November 2018

Before: Employment Judge McNeill QC

Appearances

For the Claimant: Mr R Fitzpatrick, Counsel

For the Respondent: Mr F McCombie, Counsel

JUDGMENT

1. It is declared that the respondent subjected the claimant to unlawful disability discrimination contrary to s.21 and s.15 of the Equality Act 2010.
2. The claimant's claims for disability discrimination, contrary to s.21 and s.15 of the Equality Act 2010, are upheld.
3. The claimant is awarded the sum of £10,102.50, inclusive of £102.50 interest, for injury to feelings.
4. The following recommendations are made:
 - 4.1 That the claimant be assigned a fixed desk of her choice on the 2nd Floor of 7, Newington Barrow Way, appropriately set up for her needs as already identified to the respondent, as soon as practicable.
 - 4.2 Murray Oates, Melanie Sarnsuparp and Michael Walcott will as soon as practicable receive training on the respondent's hot-desking policy and the duty to make reasonable adjustments.

Employment Judge McNeill QC

Date: ...9 January 2019.....

Sent to the parties on:

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For the Tribunal Office

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.