



# EMPLOYMENT TRIBUNALS

**Claimant**  
Ms L Omokheoa

v

**Respondent**  
HMX Media Limited

**Heard at:** Central London Employment Tribunal (via CVP) On: 17-18 May 2021  
**Before:** Employment Judge Norris sitting with Members: Ms S Aslett & Mr P Madelin

**Representation:**

Claimant – In person  
Respondent – Mr M Miller, Managing Director

## JUDGMENT

The Tribunal's unanimous decision is as follows:

1. The Claimant was a person with a disability.
2. The Respondent did not know and could not reasonably have been expected to know that her impairment amounted to a disability.
3. The Respondent did reduce the Claimant's workload after she handed in her notice on 10 February 2020 but this did not amount to direct disability discrimination.
4. In any event, the reduction in workload was a proportionate means of achieving a legitimate aim.
5. The Respondent did apply the PCP of working from the office.
6. The duty to make reasonable adjustments did not arise and the adjustment of working from home would not in any event have been a reasonable one.
7. Accordingly, the disability discrimination claims are not well-founded and are dismissed.
8. The Respondent owes the Claimant for 9.5 days' SSP in the total sum of £179.08.

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Employment Judge Norris  
Date: 18 May 2021  
JUDGMENT SENT TO THE PARTIES ON

19/05/2021.

FOR THE TRIBUNAL OFFICE

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from any party within 14 days of the sending of this record of the decision.