



EMPLOYMENT TRIBUNALS

Claimant: Ms B Djagbo

Respondent: 1) Womens Health Dulwich 2) Berrin Tezcan

JUDGMENT

The respondent's application dated 14 July 2021 for reconsideration of the judgment sent to the parties on 21 July 2021 is refused on the grounds that under rule 72(1) there is no reasonable prospect of the decision being varied or revoked. The reasons for this are:

REASONS

1. The tribunal had considerable discussion about whether an award for injury to feelings should fall within the lower band or middle band. The reasons for making an award in the middle band are now set out in greater detail in the written reasons that have been requested. These have been prepared and will be sent out.
2. The tribunal's reasons for rejecting the suggestion that the incident on 29 November 2019 was the result of a pre-planned act by the Claimant are set out in the written reasons that have been requested.
3. It is agreed that there were some conflicts between the evidence of the Claimant, Ms Ita and Ms Tezcan. These conflicts were addressed by the tribunal in making their decision. The reasons provided made clear what evidence was accepted and what was not. It is pointed out that the tribunal found in favour of the Respondent in relation to several of the allegations of discrimination, including one of the matters referred to in the application for reconsideration (allegation relating to the Claimant's husband). The facts relating to the crucial events that took place on 29 November 2019 and the following days are not however in dispute. They are clearly set out in the emails and transcript that were contained in the bundle. It is on the basis of these matters that the tribunal reached a finding that discrimination had taken

place. The matters raised in the application for reconsideration are not material to those findings.

Employment Judge Siddall
29 July 2021