



# EMPLOYMENT TRIBUNALS

BETWEEN

**CLAIMANT**

**V**

**RESPONDENT**

**Ms I Barakat**

**Alvis & Company  
(Accountants) Ltd**

**Heard at:** London South  
Employment Tribunal

**On:** 9, 10, 11, 12 and 13 August 2021

**Before:** Employment Judge Hyams-Parish

**Members:** Ms K Omer and Ms A Sansome

**Representation:**

**For the Claimant:** Ms J Goodway (Solicitor)

**For the Respondent:** Mr K Davis (Consultant)

## JUDGMENT

It is the **unanimous** Judgment of the Employment Tribunal that:

- (a) The claim of direct disability discrimination (s.13 EQA) fails and is dismissed.
- (b) The claim for failing to make reasonable adjustments, namely, to allow the Claimant to work from home from time to time when required (s.20 EQA) is well founded and succeeds.
- (c) The claims of victimisation (s.27 EQA) are well founded and succeed.
- (d) The claims of disability related harassment (s.26 EQA), namely, criticising the Claimant about her sickness absence and for failing to empathise with her colleagues, are well founded and succeed. The two remaining claims of harassment fail and are dismissed.

- (e) The claims of unfavourable treatment because of something arising in consequence of disability (s.15 EQA) are well founded and succeed, with the exception of the claim relating to being given a 'poor' appraisal, which fails and is dismissed.
- (f) The claim of unfair dismissal is well founded and succeeds.
- (g) The claim of wrongful dismissal is well founded and succeeds.
- (h) The Respondent's contract claim fails and is dismissed.

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Employment Judge Hyams-Parish  
Date: 13 August 2021

Sent to the parties on  
Date: 16 August 2021

**Notes**

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.

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