



EMPLOYMENT TRIBUNALS

Claimant : MISS G LAWRENCE

Respondent : GUY'S AND ST THOMAS' NHS FOUNDATION TRUST

Heard at: Croydon by cloud video platform **On:** 16 to 20 August 2021

Before: Employment Judge Nash
Ms Y Batchelor
Mr C Wilby

Representation

Claimant: Mr A Carter of counsel
Respondent: Mr A Ohringer of counsel

JUDGMENT

1. The respondent did not fail to comply with a duty to make reasonable adjustments under sections 20 and 21 Equality Act 2010.
2. The respondent did not victimise the claimant under section 27 Equality Act 2010 in respect of provision of a reference.
3. The respondent did victimise the claimant under section 27 Equality Act 2010 in respect of a referral to its fraud department.
4. The claim for sex discrimination is dismissed upon withdrawal.
5. The claim for disability harassment is dismissed upon withdrawal.
6. The respondent shall pay the claimant the sum of £4,000 as compensation for injury to her feelings.
7. The respondent shall pay the claimant the sum of £1,068,71 as interest on her award for injury to feelings.
8. Accordingly, the total payable by the respondent to the claimant under this judgment is £5,068.71.
9. The respondents' application for a costs award under Rule 76 of the Employment Tribunal Rules of Procedure is refused.

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10. The claimant's application for a costs award under Rule 76 of the Employment Tribunal Rules of Procedure is refused.

Employment Judge Nash
Date 20 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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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.