



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Elaine Thomas

**Respondents:** The London Borough of Brent

**Heard:** Watford Hearing Centre  
**On:** 20 & 21 July 2022 and 5 August 2022

**Before:** Employment Judge G Tobin  
**Members:** Mr N Boustred  
Ms A Moriarty

**Representation**  
**Claimant:** In person  
**Respondent:** Mr T Wilding (counsel)

## JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. At all material times, the claimant was a disabled person, pursuant to s6 Equality Act 2010.
2. The respondent did not breach its duty to make reasonable adjustments under s20 Equality Act 2010, so as to be in breach of s21 Equality Act 2010.
3. The case being concluded, proceedings are accordingly dismissed.

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Employment Judge Tobin  
Dated: 5 August 2022

JUDGMENT SENT TO THE PARTIES ON

13 August 2022

N Gotecha  
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.

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All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.