



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Bidivanu  
**Respondent:** Sussex Partnership NHS Foundation Trust  
**Heard at:** London South in person. **On:** 26-28.2.24  
**Before:** Employment Judge McLaren  
**Members:** Mr. C Wilby  
Mrs. N Beeston

## Representation

**Claimant:** In Person  
**Respondent:** Mr. J Jupp, Counsel

# JUDGMENT

**The unanimous decision of the employment tribunal is as follows: –**

1. The complaint of direct discrimination because of disability is not well founded and is dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
4. The complaint of direct discrimination because of race is not well founded and is dismissed.
5. The complaint of indirect discrimination because of age is not well founded and is dismissed.
6. The complaint of harassment related to race is not well founded and does not succeed.

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Employment Judge McLaren  
Date: 28 February 2024

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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