



EMPLOYMENT TRIBUNALS

Claimant: Mr T Ahmed

Respondent: The Commissioner of the Police of the Metropolis

Heard at: London Central **On:** 13, 14, 15, 16, 17, 20 May 2024
(in person)

Before: Employment Judge B Smith (sitting with members)
Mrs Marsters
Mr Baber

Representation

Claimant: Mr Singh (Counsel)

Respondent: Mr Sendall (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Failure to make reasonable adjustments for disability

1. The following complaint of failure to make reasonable adjustments for disability is well-founded and succeeds:

not implementing a non-permanent structure whereby the claimant's arrangement of working entirely from home is reviewed periodically, such as every 6 months.

2. The remaining complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Harassment

3. The following complaint of harassment related to disability is well-founded and succeeds:

requesting and pressuring the claimant to return to working in the office on 18 May 2023.

4. The remaining complaints of harassment related to disability are not well-founded and are dismissed.

Employment Judge Barry Smith
24 May 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON

31 May 2024

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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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.