



EMPLOYMENT TRIBUNALS

Claimant: Miss Seher Sidwell
Respondent: National Express Limited
Heard at: East London Hearing Centre (by Cloud Video Platform)
On: 17 July 2024
Before: Employment Judge Barrett

Representation

Claimant: Represented herself
Respondent: Mr Chris Riley, solicitor

The Tribunal gave judgment as follows:-

JUDGMENT

1. The complaint of failure to make reasonable adjustments relating to the Claimant's cervical disc disorder was presented within the applicable time limit and will therefore proceed.
2. The complaint of failure to make reasonable adjustments relating to the Claimant's perimenopausal symptoms was not presented within the applicable primary time limit, but it is just and equitable to extend the time limit. This complaint will therefore proceed.
3. The complaint of direct race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. This complaint is therefore dismissed.
4. The complaint of trade union detriment was not presented within the applicable time limit. It was reasonably practicable to do so. This complaint is therefore dismissed.
5. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of (1) cervical disc disorder and (2)

perimenopausal symptoms.

Employment Judge Barrett

Dated: 17 July 2024