



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Barkat

**Respondent:** Barts Health NHS Trust

**Heard at:** East London Hearing Centre

**Before:** Employment Judge Howden-Evans  
**Members:** Ms A Berry  
Ms M Legg

**On:** 7, 8, 9, 13 14 August and 23 September 2024

**Representation:**

Claimant: In person  
Respondent: Ms O'Halloran (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaints of direct discrimination on grounds of disability; failure to make reasonable adjustments; victimisation and harassment related to disability were not presented within the applicable time limit. It is not just and equitable to extend the time limit. These claims are therefore dismissed.
2. The complaints of direct discrimination on grounds of religion or belief are not well-founded and are dismissed.
3. The complaint of harassment related to religion or belief is not well-founded and is dismissed.

**Case Numbers: 3205177/2022 & 3206033/2022**

**Employment Judge Howden-Evans  
Dated: 23<sup>rd</sup> September 2024**