



EMPLOYMENT TRIBUNALS

Claimant: Ms J Alecho
Respondent: Oasis Community Learning
Heard at: Watford Employment Tribunal (In Public; Hybrid)
On: 10 to 13 September 2024
Before: Employment Judge Quill; Mr Bean; (in hearing room)
Ms Hancock (by video)

Appearances

For the Claimant: In Person (by video)
For the respondent: Ms A Johns, counsel (by video)

JUDGMENT

1. The complaints of disability discrimination within the definition in Section 15 of the Equality Act 2010 fail and are dismissed.
2. The complaints of disability discrimination which allege failure to make reasonable adjustments fail and are dismissed.
3. The complaints of direct race discrimination fail and are dismissed.

Employment Judge Quill

Date: 13 September 2024

JUDGMENT SENT TO THE PARTIES ON
16 November 2024

.....
T Cadman

.....
FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>