



EMPLOYMENT TRIBUNALS

Claimant: Miss D Smith
Respondent: HealthRota Ltd
Heard at: East London Hearing Centre (by CVP)
On: 28, 29, 30 and 31 January 2025
Before: Employment Judge Illing
Members: Mrs M Legg
Mr L O'Callaghan

Appearances
For the Claimant: In Person
For the Respondent: Miss A Doble

JUDGMENT

It is the Judgment of the Tribunal that:

1. The claim of **Indirect discrimination** was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.

Employment Judge Illing
Dated: 3 February 2025

Notes

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 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.