



EMPLOYMENT TRIBUNALS

Claimant: Mr A Bouzidi

Respondent: Imperial College Healthcare NHS Trust

FULL MERITS LIABILITY HEARING AT LONDON CENTRAL

Heard in person between 3-11 April 2025

Before: Employment Judge Nicolle

For the Claimant: in person but with the assistance of Mr H Belkhiri, Arabic interpreter.

For the Respondent: Ms H Patterson of counsel.

JUDGMENT

1. The Tribunal gave an oral ruling on 7 April 2025 that the Claimant had a disability pursuant to section 6 of the Equality Act 2010 (the EQA) in the relevant period between February 2021 and May 2023 on account of gastrointestinal issues. However, the conditions of stress, anxiety and depression (mental health issues) and urinary tract infections did not constitute disabilities.

2. The Tribunal gave an oral ruling on 11 April 2025 that the claims for unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 and for a failure to make reasonable adjustments on account of disability pursuant to sections 20 and 21 of the EQA fail and are dismissed.

REASONS

3. Oral reasons were given to the parties. Either party may request written reasons within 14 days of this judgment being sent to them.

Employment Judge Nicolle

Dated: 11 April 2025

Sent to the parties on:

16 April 2025

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For the Tribunal Office