



EMPLOYMENT TRIBUNALS

Claimant: Mr D Okopochini

Respondent: London and Quadrant Housing Trust

RECORD OF A PRELIMINARY HEARING

Heard at: Liverpool (in private; by video hearing) **On:** 21 and 22 May 2025

Before: Employment Judge Benson (sitting alone)

Representatives

For the claimant: In person

For the respondent: Ms R Murphy, Counsel

JUDGMENT

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of Gilberts Syndrome.
2. The complaints of direct disability discrimination, discrimination arising from disability, a failure to make reasonable adjustments, and harassment related to disability are therefore dismissed.
3. All remaining complaints shall proceed to final hearing.

Approved by:

Employment Judge Benson
5 June 2025

JUDGMENT SENT TO THE PARTIES ON:
9 June 2025

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FOR THE TRIBUNAL OFFICE:

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>