



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Keisha Emily Soans

The Whittington Health NHS Trust

Heard at: London Central

On: 3, 4, 6 June 2025
In chambers: 5 June 2025

Before: Employment Judge Lewis
Mr P Secher
Ms L Venner

Representation

For the Claimant: Ms E Margetts, Counsel

For the Respondent: Miss B Clayton, Counsel

JUDGMENT

The unanimous decision of the tribunal is that:

1. Averaging the claimant's interview score for the post of Islington Operational Lead and not offering her the post as a result was indirect sex discrimination contrary to section 19 of the Equality Act 2010.
2. Averaging the claimant's interview score for the post of Islington Operational Lead and not offering her the post as a result was less favourable treatment because of her status as a part-time worker contrary to the Part-Time Workers Regulations 2000.
3. The claimant is awarded **£19,000** for injury to feelings and **£3,165** interest (8% from 9 May 2023 – 6 June 2025 (760 days) is £3,165 (£19,000 x 8% = £1,520. Divide by 365, multiply by 760 = £3,165).

Employment Judge Lewis

Dated: 6 June 2025.....

Judgment and Reasons sent to the parties on:

17 June 2025

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For the Tribunal Office