



Claimant: Mr S Sarkar

Respondent: Imperial College Healthcare NHS Trust

FULL MERITS HEARING AT LONDON CENTRAL

Heard between 16, 17, 22, 23 and 24 September 2025

Before: Employment Judge Nicolle

For the Claimant: in person.

For the Respondent: Ms M Martin of counsel.

JUDGMENT

1. The claims of direct disability discrimination pursuant to section 13 of the Equality Act 2010 (the EQA) were withdrawn by the Claimant on 16 September 2025 and are therefore dismissed.
2. The Claimant's claims of direct sex and race discrimination pursuant to S 13 of the EQA, failure to make reasonable adjustments on account of disability pursuant to S 20 and 21 of the EQA and harassment on account of race pursuant to S 26 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: 24 September 2025

Sent to the parties on:

1 October 2025

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For the Tribunal Office

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