



EMPLOYMENT TRIBUNALS

Claimant: Abigail Dansoa

Respondent: North London NHS Foundation Trust

Heard at: London Central

On: 6-8 October 2025

Before: Employment Judge Khan
Mr A Adolphus
Mr P Secher

Appearances

For the claimant: Mr P Chiy, counsel

For the respondent: Ms S Chan, counsel

JUDGMENT

The unanimous judgment of the tribunal is that:

1. The claimant was disabled by reference to EUPD from October/November 2022 and the respondent had actual knowledge of this disability on the same date (this was conceded by the respondent).
2. The claimant was disabled by reference to tumours (fibroids) from May 2024 and the respondent had constructive knowledge of this disability on the same date.
3. The respondent failed to comply with its statutory duty to make reasonable adjustments when it failed to support the claimant with one homeworking day each week:
 - a. in November 2022, being, preferably but not exclusively, every Thursday; and
 - b. on/around 17 May 2024, being any day.
4. It is just and equitable to extend the time limit in respect of the failure to make the reasonable adjustment in November 2022.

Approved by:

Employment Judge Khan

09.10.2025

Sent to the parties on:

22 October 2025

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For the Tribunal:

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