



EMPLOYMENT TRIBUNALS

Claimant: Sara Ibrahim

Respondent: London Borough of Ealing

JUDGMENT

For the reasons set out in the Case Management Order of 21 August 2025:

1. The claim of discrimination on the grounds of pregnancy or maternity is within the scope of the existing claim and will therefore proceed to trial. The factual allegations on the claimant's schedule of allegations relevant to this claim are: allegations 2 (second paragraph only, concerning the failure to carry out a risk assessment), 10, 12, 13, 19 (to the extent that it concerns the questioning of the claimant's qualifications by Lorna Gichang), 20, 24, 29, 30, 31 (to the extent that it says that after she logged in and told Lorna Gichangi that she was sick, her TOIL was cancelled which resulted in pay being withheld) and 34.
2. The claim of harassment related to sex is within the scope of the existing claim and will therefore proceed to trial. The factual allegations on the claimant's schedule of allegations relevant to this claim are: allegations 2 (second paragraph only, concerning the failure to carry out a risk assessment), 13, 19 (to the extent that it concerns the questioning of the claimant's qualifications by Lorna Gichang), 20, 24, 29, 30, 31 (to the extent that it says that after she logged in and told Lorna Gichangi that she was sick, her TOIL was cancelled which resulted in pay being withheld) and 34.
3. The claims of indirect sex discrimination, victimisation and breach of the Agency Worker Regulations 2010 and all the other factual allegations on the claimant's schedule of allegations are not within the scope of the existing claim, and the application to amend the claim so as to add them is refused.

Approved by:

Employment Judge Jack

25 November 2025

JUDGMENT SENT TO THE PARTIES ON

2 December 2025

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FOR THE TRIBUNAL OFFICE