EMPLOYMENT TRIBUNALS

Claimant: Miss T Mavedzenge

Respondent: North London NHS Foundation Trust

Heard at: London Central (in person)

On: 19, 20, 21, 22, 23 January 2026

Before: Employment Judge B Smith (sitting with members)
Tribunal member Tombs
Tribunal member Moreton

REPRESENTATION:

Claimant: In person
Respondent: Mr Holloway (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of direct age discrimination is not well-founded and is dismissed.

2. The complaint of direct race discrimination is not well-founded and is dismissed.

3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

4. The complaint of failure to make reasonable adjustments is not well-founded and is dismissed.

5. The complaint of unfair dismissal is not well-founded and is dismissed.

6. The complaint of unauthorised deduction from wages is well-founded to the following extent. The respondent made an unauthorised deduction from the

claimant's wages on 28 February 2024. The respondent shall pay the claimant the gross amount of £4,686.71. The respondent may deduct from that amount any amount due to HMRC in respect of any tax or National Insurance. Any other element of the claimant's complaint of unauthorised deduction from wages is not well-founded and is dismissed. In the alternative, any other element of the complaint of unauthorised deduction from wages was not presented within the applicable time limit. It was reasonably practicable to do so and it is therefore dismissed.

Approved by:

Employment Judge B Smith

23 January 2026

SENT TO THE PARTIES ON

18 February 2026

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FOR THE TRIBUNAL OFFICE