Case No: 2307100/2023

EMPLOYMENT TRIBUNALS

Claimant: **ESTHER EPHRAIM**

Respondent: **LONDON BOROUGH OF SOUTHWARK**

Heard at: London South **On:** **13-16 April 2026**

Before: Employment Judge Atkins
Members: B Leverton
G Mitchell

Representation
Claimant: In person
Respondent: Mr Tom Wilding, Counsel

JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The claim for unfair dismissal is not well founded and so it fails.

2. The claim for discrimination arising from disability, contrary to section 15 of the Equality Act 2010, is not well founded and so it fails.

3. The claim of failure to make reasonable adjustments, contrary to sections 20 and 21 Equality Act 2010, is not well founded and so it fails.

4. The claims of harassment related to disability, contrary to section 26 Equality Act 2010, insofar as they relate to:
   (a) an allegation of harassment at a meeting in February 2023, and
   (b) allegations of harassment relating to multiple phone calls
   are out of time, and it was not just and equitable to extend time, and so they fail.

5. The claim of harassment related to disability, contrary to section 26 Equality Act 2010, insofar as they relate to:
   (a) allegations that the Claimant was requested to resign, and
   (b) allegations that the Claimant was pressured and undermined in team meetings
   are not well founded and so they fail.

Employment Judge Atkins
16 April 2026

JUDGMENT SENT TO THE PARTIES ON
21 April 2026
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FOR THE TRIBUNAL OFFICE

Note
Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal Judgments
All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.