



EMPLOYMENT TRIBUNALS

Claimant: Toyin Orisaremi

Respondent: South Bank Colleges

Heard at: London South (CVP)
Before: EJ Harley

On: 3 August 2026

Representation:

Claimant: Ms Durojaiye (Lay Representative)

Respondent: Mr Holloway (Counsel)

JUDGMENT

1. The claimant was not disabled within the meaning of section 6 Equality Act 2010 at the material time.
2. The claims of direct disability discrimination, discrimination arising from disability, indirect disability discrimination, failure to make reasonable adjustments and harassment fail and are dismissed.
3. The claim of victimisation under section 27 Equality Act 2010 succeeds.
4. The claimant was constructively dismissed and that dismissal was unfair.
5. The holiday pay claim for the 2022/23 leave year succeeds in principle.
6. The claim for notice pay succeeds in principle.
7. The unauthorised deduction from wages claim in respect of the April 2024 Statutory Sick Pay issue succeeds.
8. The victimisation claim which succeeds was presented in time.

Remedy in respect of the successful complaints is reserved to a hearing listed on 12 October 2026.

Employment Judge **Harley**

Date: 3 August 2026

JUDGMENT SENT TO THE PARTIES ON
4 August 2026

FOR THE TRIBUNAL OFFICE

P Wing

Notes

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 decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>