



EMPLOYMENT TRIBUNALS

Claimant: Ms Nancy Adane

Respondents: (1) London Borough of Havering
(2) Mr Darren Alexander

Heard at: London East Hearing Centre (by CVP)

On: 10, 11, 12 and 13 March 2026
(in chambers on 13 March 2026[PM])

Before: Employment Judge B Beyzade
Members: Mrs J Houzer
Professor J Ukemenam

Representation

For the Claimant: In person
For the Respondents: Mr Nicholas Bidnell-Edwards, Counsel

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The Judgment of the Tribunal is that:

- 1.1 The claimant's complaints of discrimination arising from disability contrary to section 15 Equality Act 2010 are dismissed. The Tribunal does not have jurisdiction to hear those complaints. The allegations at paragraphs 3.3.1 and 3.3.2 of the List of Issues are barred by the principles of res judicata and Henderson v Henderson. The allegation at paragraph 3.3.3 of the List of Issues is barred by the principle in Henderson v Henderson. Further and in any event, all complaints under section 15 of the Equality Act 2010 were presented outside the time limit

prescribed by section 123 of the Equality Act 2010. The Tribunal declines to extend time on a just and equitable basis.

- 1.2 The claimant's complaints of failure to make reasonable adjustments contrary to sections 20 and 21 of the Equality Act 2010 are dismissed. The Tribunal does not have jurisdiction to hear those complaints by reason of the operation of the principles of res judicata and Henderson v Henderson.
- 1.3 The claimant's complaint of harassment related to sex contrary to section 26 of the Equality Act 2010 is dismissed. The Tribunal does not have jurisdiction to hear that complaint by reason of the operation of the principle in Henderson v Henderson.
- 1.4 The claimant's complaint of harassment related to disability contrary to section 26 of the Equality Act 2010 is dismissed. The Tribunal does not have jurisdiction to hear that complaint by reason of the operation of the principle in Henderson v Henderson.
- 1.5 The claimant's complaints of victimisation contrary to section 27 of the Equality Act 2010 are dismissed. The Tribunal does not have jurisdiction to hear those complaints by reason of the operation of the principles of res judicata and Henderson v Henderson.

Approved by:
Employment Judge B Beyzade
Dated: 14 July 2026