



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Ijeomi Onyebalu

**Respondents:** (1) The Governing Body of Gascoigne Primary School  
(2) Ms Joanne Preston  
(3) Ms Rahat Ismail  
(4) Ms Hayley Shadrake  
(5) Ms Zoubiya Ahmed  
(5) Ms Dena Francis

**Respondents in case number: 3200006/2022**

(1) The London Borough of Barking and Dagenham  
(2) Mr Donald Lan-George  
(3) Mr James Fox  
(4) Ms Anre Buchner  
(5) Ms Joanne Preston  
(6) The Governing Body of Gascoigne Primary School

## PRELIMINARY HEARING (OPEN)

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 7 June 2022

**Before:** Employment Judge B Elgot

### Representation

**Claimant:** In person

**Respondents:** Ms L Robinson of Counsel Instructed by Ms C Linton, Legal Services,  
London Borough of Barking and Dagenham

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

# JUDGMENT

1. The Claimant was not at the material time relevant to these claims a disabled person within the definition of section 6 Equality Act 2010.
2. Accordingly her claims of disability discrimination (including harassment) against all of the Respondents in both of these consolidated cases DO NOT SUCCEED and are DISMISSED.
3. Her claims of victimisation under section 27 Equality Act 2010 remain to be heard. There is a ten day hearing listed for 26-28 July, 1-4 August and 8-10 August 2023 which will remain as listed until after a further case management preliminary hearing for 3 hours on **16 September 2022 at 10 am** to deal with all outstanding matters. A notice of Hearing will be sent out in due course.
4. A separate case management order is attached.

**Employment Judge B Elgot**  
**Dated: 14 June 2022**