



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Kelly

Respondent: London Borough of Newham

Heard at: East London Hearing Centre (in public, in person and by video)

On: 6, 7, 8, 9, 10 February 2023

Before: Employment Judge Moor

Members: Miss S Harwood
Mr L O'Callaghan

Representation

Claimant: in person and through Miss West, friend (attending remotely)

Respondent: Mr Moher, solicitor

JUDGMENT

1. The Respondent failed, contrary to the Equality Act 2010, to make the reasonable adjustment of providing questions in advance of the interview for Assistant Finance Manager on 1 September 2020. It is just and equitable for time to be extended to allow this claim to be made.
2. All other claims of failures to make reasonable adjustment do not succeed.
3. The claims of direct age discrimination do not succeed, in relation to the failure to slot in and the failure to appoint to Assistant Finance Manager and Finance Manager Posts.
4. The claims of direct disability discrimination do not succeed, in relation to the same failures.
5. The indirect discrimination claim is dismissed, having been withdrawn on 18 October 2021.

6. The Respondent did not harass the Claimant relating to her disability.

**Employment Judge Moor
Dated: 13 February 2023**