



THE EMPLOYMENT TRIBUNAL

SITTING: at London South

BEFORE: Employment Judge Tueje

MEMBERS: Mr K Murphy
Ms E Whitlam

BETWEEN:

MISS TEMITOPE OLOYEDE

Claimant

-and-

LONDON BOROUGH OF CROYDON

Respondent

ON: 5th, 6th, 7th, 8th and 9th August 2024

Appearances:

For the Claimant: Mr Emmanuel (a friend)

For the Respondent: Mr Sheppard (counsel)

JUDGMENT

The following is the unanimous judgment of the Tribunal.

1. The following complaints under section 15 of the Equality Act 2010, of unfavourable treatment because of something arising in consequence of disability, are well-founded and succeed:
 - 1.1 The decision made on 20th July 2022 to permanently withdraw the claimant from the apprenticeship; and
 - 1.2 The e-mail sent to the claimant by the Head of Service on 27th September 2022.
2. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.
3. The complaints under sections 20 and 21 of the Equality Act 2010 of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

4. The following complaint of harassment related to disability under section 26 of the Equality Act 2010 is well-founded and succeeds:
 - 4.1 The e-mail sent to the claimant on 27th September 2022 by the Head of Service.
5. The remaining complaints of harassment related to disability are not well-founded and are dismissed.
6. The respondent shall pay the claimant an amount to be determined at the remedy hearing, to be held on a date to be notified to the parties in due course.

Employment Judge **Tuje**
Date: **12th August 2024**

Judgment sent to the parties and entered in the Register on: **15th August 2024**

For the Tribunal Office