



EMPLOYMENT TRIBUNALS

London South Employment Tribunal
13th September 2024 (video)

Claimant: AD

Respondent: Guy's and St Thomas' NHS Foundation Trust

Open preliminary hearing

Before: Judge M Aspinall (sitting alone as an Employment Judge)

Appearances: Mr A Dobres, in person
Mr O Lawrence, Counsel for the Respondent

JUDGMENT

1. At the material times, the claimant was a disabled person by reason of their epilepsy condition, satisfying the definition under Section 6 of the Equality Act 2010.
2. The Tribunal does not find that any other disability was operative at the relevant time.

Anonymity (Rule 50 of the Employment Tribunals Rules of Procedure 2013 (as amended))

3. Considering the claimant's concerns regarding the confidentiality of their medical conditions and their potential impact on the claimant's wellbeing, I have decided to anonymize this judgment by use of initials in place of the claimant's full name. ***The claimant has been granted anonymity for the purposes of this preliminary judgment only.***
4. Any application for continuing anonymity or reporting restrictions in relation to future judgments or substantive hearings in this matter must be made by the claimant through a formal application under Rule 50 of the Employment Tribunal Rules of Procedure, supported by relevant evidence justifying such measures.
5. The anonymity granted to the claimant in this preliminary judgment by use of initials in place of the claimant's name means that no other party, representative, member of the public or other person shall publish, transmit or otherwise disclose the claimant's identity in relation to these proceedings. Any person breaching this order by publicly identifying the claimant may be subject to proceedings for contempt, which could result in a fine or other penalty. The identities of the respondent and its legal representatives are not anonymized. This order prohibiting disclosure of the claimant's identity applies only to this specific preliminary judgment. It does not automatically extend to any future judgments, hearings or documents unless the claimant successfully obtains a continuing anonymity order under Rule 50.

Judge M Aspinall
Friday, 13th September 2024