



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Howard

**Respondent:** Smith and Graham Solicitors

**Heard at:** Newcastle CFCTC by CVP      **On:**16 January 2024

**Before:** Employment Judge Arullendran

***Representation:***

**Claimant:** In person

**Respondent:** Miss Mihad Wahabi (litigation consultant)

## JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. At the relevant times the claimant was disabled as defined by section 6 of the Equality Act 2010 because of lower back pain caused by disc bulges at T6 to T9 and T9 to T10 with small posterior protrusions.
2. The complaints of failure to make reasonable adjustments and unfavourable treatment because of something arising in consequence of disability can therefore proceed.

**Employment Judge Arullendran**

Date: 16 January 2024