



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Aleem

**Respondent:** E-Act Academy Trust Limited

**Heard at:** Watford

**On:** 17, 18, 21, 22, 23 & 24 May 2018

**Before:** Employment Judge Manley  
Mrs CM Baggs  
Mrs I Sood

## Representation

Claimant: Mr A Suhail, brother  
Respondent: Mr R Powell, counsel

## JUDGMENT

- 1 The claim was presented in time.
- 2 The claimant was not less favourably treated because of her disability.
- 3 The claimant was not unfavourably treated for something arising in consequence of her disability.
- 4 The respondent did not fail in its duty to make reasonable adjustments.
- 5 There was no harassment related to the claimant's disability.
- 6 There was no victimisation because the claimant carried out a protected act.
- 7 The claimant's claim under Equality Act 2010 fails and is dismissed.

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Employment Judge Manley

Date 24 May 2018

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.