



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms T Andrews  
**Respondent:** Commissioner of Police for the Metropolis

**Heard at:** London Central by cloud video platform and hybrid  
**On:** 23 September to 3 October 2024

**Before:** Employment Judge Nash  
Ms S Coles  
Mr A Greenwood

## Representation

**Claimant:** Ms S Aly of counsel  
**Respondent:** Mr P Linstead of counsel

# JUDGMENT

1. The respondent discriminated against the claimant contrary to S15 Equality Act 2010 in respect of comments in email of 20 May 2021 (complaint number 11e) but not otherwise.
2. The respondent indirectly discriminated against the claimant contrary to S19 Equality Act 2010 by requiring her to work in a communal room four days a week (complaint number 15b) but not otherwise.
3. The respondent failed to comply with a duty to make reasonable adjustments pursuant to ss20 and 21 Equality Act 2010 by not permitting her husband to attend a meeting on 6 September 2021 (complaint number 21a) and requiring the claimant to work in a communal room four days a week (complaint number 15b) but not otherwise.

4. The above acts of discrimination extended over a period pursuant to s123(1)(b) Equality Act 2010 and according all claims were brought within the statutory time limit.

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Employment Judge Nash  
Date 3 October 2024

JUDGMENT SENT TO THE PARTIES ON

16 October 2024

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FOR THE TRIBUNAL OFFICE