



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs M Saafan**

**v**

**BT Plc**

**Heard at:** Birmingham

**On:** 26 to 30 October 2020  
and 8 December 2020

**Before:** Employment Judge Broughton

**Members:** Mr Liburd  
Mr Morrison

**Appearances:**

For Claimant: in person

Respondent:

## JUDGMENT

The Claimant's claim of indirect disability discrimination succeeds as do her claims of discrimination arising from disability in relation to the internal recruitment, talent entry and one of the talent acquisition roles.

As a result, there was no need to go on to consider her claims for reasonable adjustments in relation to those roles.

Her other claims fail and are dismissed.

Employment Judge Broughton

Date: 9 December 2020

**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.