



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Owusu

Respondents: Royal Institute of British Architects (1)
Ms A Cosentino (2)

Heard at: London Central **On:** 15 October 2019

Before: Mr N Deol (Employment Judge)

Representation

Claimant: Ms E Banton (Counsel)

Respondents: Mr T Brown (Counsel)

JUDGMENT

1. The claim against the 2nd Respondent is dismissed upon withdrawal.
2. It is noted that the 2nd Respondent intends to withdraw her appeal to the Employment Appeal Tribunal, in relation to the Case Management Order of EJ Elliott dated 18 June 2019.
3. By agreement there is to be no order as to costs.

CASE MANAGEMENT ORDERS

4. The parties have requested Judicial Mediation. The Mediation will take place by way of a private preliminary hearing over one day at 10.30 am on **13 November 2019** at Victory House, 30-34 Kingsway, London, WC2B 6EX.
5. To assist the mediation the parties have agreed to the sequential exchange of position statements, in advance with the Claimant serving her statement on the Respondent and the Employment Tribunal by 31 October 2019, followed by the

Respondent's position statement to be served and filed on 6 November 2019. The Claimant will have the opportunity to respond to the Respondent's reply.

6. The Respondent must ensure that a decision-making authority is present at the Judicial Mediation with full authority to resolve the dispute.
7. If the claimant would like some support at the mediation she can contact the Personal Support Unit: www.thepsu.org (T: 020 7947 7701/3). It does not give legal advice, but volunteers provide moral support and practical assistance.
8. Documents for the Judicial Mediation will be limited. The parties may agree a limited bundle by 23 October in advance of the Judicial Mediation and the Respondent will bring one copy of the documents to the Judicial Mediation.
9. The parties are encouraged to send one another a list of any non-financial points which they wish to discuss at the mediation by 31 October.
10. To facilitate the Judicial Mediation the Respondent:
 - (i) shall serve on the claimant a counter-schedule of loss by 23 October.
 - (ii) shall send the claimant a draft ACAS COT3 by 31 October for the claimant to consider.
 - (iii) ensure that an ACAS officer is available on the day to conciliate if relevant.
 - (iv) This material is all confidential to the mediation and may not be disclosed.
11. The full merits hearing listed for **27th January 2020 to 7th February 2020** will remain listed in case the Judicial Mediation is unsuccessful. The case management directions in relation to that hearing are varied so that the date for disclosure of documents is now 21 November 2019 and for inspection 4 December 2019. All other directions remain unchanged.

Employment Judge DEOL

Date 15th Oct 2019

Case No: 2201160/2019

JUDGMENT SENT TO THE PARTIES ON
16/10/2019

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.