



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

AND

Ms B Sabu

Elizabeth Finn Homes Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Bristol (by video) **ON** 23rd and 24th August 2021

EMPLOYMENT JUDGE A Richardson

Representation

For the Claimant: Mr P O'Callaghan, Counsel

For the Respondent: Mr J Jenkins, Counsel

JUDGMENT

The judgment of the Tribunal is that

- (1) The Claimant's claim is amended by consent to include allegations of detriment under S47B and dismissal under S103A Employment Rights Act 1996.
- (2) Time is extended to allow the claimant's claims under S47B and S103A Employment Rights Act 1996 to proceed.
- (3) The Claimant's claims of disability and race discrimination and unfair dismissal under S94 Employment Rights Act 1996 are dismissed on withdrawal.

Notes: 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. Public access to employment tribunal decisions Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment Judge Richardson
Date: 13 September 2021

Judgment sent to the parties: 22 September 2021

FOR THE TRIBUNAL OFFICE

Schedule to Judgment

Incident no. 1 indirect discrimination - S19 EqA 2010

Amendment not allowed.

Incident 2: March 2020 K Southern – S13 EqA 2010

Amendment not allowed.

Incident 3: 9 April 2020 L Hampton – S26 EqA 2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

Incident 4: 9 April 2020 L Hampton - section 26 EqA.2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

Incident 5: 10 April 2020 the Porter – S26 EqA 2010

Amendment not allowed

Incident 6: 10 April 2020 D McNair – S26 EqA 2010

Amendment not allowed

Incident 7: 14 April 2020 L Hampton - section 26 EqA 2010

Amendment allowed.

Incident 8: 30 April 2020 L Hampton – S26 EqA 2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.