



EMPLOYMENT TRIBUNALS

Claimant

Ms Jobada Khanam

Respondent

Vistra International Expansion Ltd

Heard at: Watford (in person and by Cloud Video Platform)

On: 2 December 2021

Before: Employment Judge Bedeau

Appearances:

For the Claimant: In Person

For the Respondent: Ms L Banerjee, Counsel

JUDGMENT

1. The claimant's application to amend by adding two protected disclosures on 20 February 2019 and 3 May 2019, is granted.
2. The claimant's protected disclosure detriments claims have little reasonable prospect of success and deposits are ordered in the sum of £250, each, a total of £500.
3. The claimant's claim of direct sex discrimination in relation to the alleged exclusion from monthly heads of department meetings, as little reasonable prospect of success and a deposit is ordered in the sum of £250.
4. The remainder of the respondent application for a deposit order, is refused.
5. In relation to the claimant's Second Scott Schedule, the claims as set out in paragraphs 1.1, 1.6, 1.6.1, 1.6.4, 1.6.5, 1.6.6, 1.8, and 1.9, are dismissed upon withdrawal by the claimant. In relation to 1.6.6 she will be allowed to rely on the matters set out as background evidence.
6. As continuing acts of discrimination, the claimant is not allowed to refer to any matter after the date of the presentation of the claim form on 27 November 2020.

Employment Judge Bedeau

2 December 2021

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Sent to the parties on:

3 December 2021
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For the Tribunal:
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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. Parties must be aware that if written reasons are requested a detailed judgment will be issued which will be on the Tribunals' website to which members of the public have access.



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