



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENTS

KADRESSEN SAWMY

V

KELLY ANN COGGINS (1)
RACHEL BARRY (2)

HEARD AT: CARDIF MAGISTRATES' COURT ON: 10 APRIL 2024

BEFORE: EMPLOYMENT JUDGE S POVEY

REPRESENTATION:

FOR THE CLAIMANT: IN PERSON

FOR THE RESPONDENTS: MR HARAN (COUNSEL)

JUDGMENT

1. The complaint of victimisation was not brought before the end of the period of three months starting with the date of the acts to which the complaint relates.
2. The complaint of victimisation was not brought before the end of .such other period as was just and equitable.
3. As such, and by reason of section 123 of the Equality Act 2010, the Tribunal cannot consider the complaint of victimisation, the claim therefore has no reasonable prospects of success and it is hereby struck out.
4. In the alternative, even if it had been brought in time or if it had been just and equitable to extend time, the claim constitutes an abuse of process. It therefore has no reasonable prosects of success and is struck out.
5. In the alternative, even if it had been brought in time or if it had been just and equitable to extend time, the claim discloses no actionable complaint of victimisation. It therefore has no reasonable prosects of success and is struck out.

EMPLOYMENT JUDGE S POVEY
Dated: 10 April 2024

Order posted to the parties on 22 April 2024

For Secretary of the Tribunals Mr N Roche