



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms V Madhavji

**Respondent:** 1. Watson Ramsbottom Ltd  
2. Jonathan Leach  
3. Stuart Maher  
4. Chris Mullaney  
5. Mark Cartin

**Heard at:** Manchester Employment Tribunal

**On:** 16 February 2024

**Before:** Employment Judge M Butler

## **Representatives**

For the claimant: Self representing.

For the respondent: Ms Hosking (of Counsel)

# JUDGMENT (AT PUBLIC PRELIMINARY HEARING)

1. The below refers to allegations as recorded by EJ Slater in the annex to her Case Management Orders.
2. Pursuant to Rule 37 of the Employment Tribunal Rules of Procedure 2013, the following allegations have been struck out for having failed to comply with tribunal directions:
  - a. Protected Disclosure 5.
  - b. Detriments 1-5 and detriments 8-12.
  - c. Harassment related to sex in its entirety.
  - d. Harassment related to race in its entirety.
  - e. Direct race discrimination: 6.2.1.4, 6.2.1.5 and 6.2.2.
  - f. Any other claims within the claim form that have not been recorded by Employment Judge Slater in the draft list of issues, which the claimant failed to particularise as per the directions of the tribunal.

3. At this hearing the claimant withdrew any allegations she brings of indirect disability discrimination. Any claims insofar as they relate to indirect disability discrimination are dismissed on withdrawal.
4. After the hearing, the claimant withdrew her claim that the respondent failed in its duty to make reasonable adjustments. Rather than issue a separate judgment, I add this here. By letter dated 05 March 2024, the claim of a failure by the respondent in its duty to make reasonable adjustments is dismissed on withdrawal.
5. For the avoidance of doubt, there are no other disability discrimination complaints, and therefore all claims relating to disability discrimination have been dismissed.

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Employment Judge **Mark Butler**

Date: 12 March 2024

JUDGMENT SENT TO THE PARTIES ON

26 March 2024

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FOR THE TRIBUNAL OFFICE

### **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**

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### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>