



EMPLOYMENT TRIBUNALS

Claimant: Miss K Baron

Respondent: Ms C Kearney

HELD AT: Liverpool

ON: 3 March 2017

BEFORE: Employment Judge T V Ryan

REPRESENTATION:

Claimant: Mr Pem, Solicitor

Respondent: Mr J Bryan, Counsel

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is:

1. The claimant's following claims are dismissed on withdrawal, namely her claim of discrimination in relation to the protected characteristic of race and her claim of "ordinary" unfair dismissal under section 98(4) Employment Rights Act 1996.
2. The claimant's claim of sex discrimination contrary to section 13 Equality Act 2010 ("EA") is amended as to its labelling and is advanced as a claim under section 18 EA, a claim that during the protected period in relation to her pregnancy she was treated unfavourably because of pregnancy when she was dismissed (and she makes a claim under section 26 EA of harassment).
3. The claimant presented her claim to the Tribunal out of time in circumstances where it would be just and equitable to extend the time for presentation to the date of actual presentation on 20 December 2016. In consequence of such extension of time

the Tribunal has jurisdiction to consider the claimant's claims of discrimination contrary to section 18 and harassment contrary to section 26 EA.

Employment Judge T V Ryan

Date: 03.03.17

JUDGMENT SENT TO THE PARTIES ON

10 March 2017

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.