



EMPLOYMENT TRIBUNALS

Claimant: Miss L Blackmore

Respondent: Skills and Work Solutions Ltd (The Growth Company)

HELD AT: Manchester

ON: 12 February 2019

BEFORE: Employment Judge Tom Ryan

REPRESENTATION:

Claimant: In person

Respondent: Ms S Robertson, Counsel

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is that:

1. The claimant's application to amend her claim is granted in the following respects and by reference to Annex B to the order of Employment Judge Sharkett sent to the parties on 9 January 2019 ("Annex B"):
 - 1.1. To include the allegations at points 4, 8.1, 8.2, 8.3, 8.4, 8.8, 8.9, 8.10 (as amended), 8.13 (as amended), 8.14 and 10.
 - 1.2. The amendment to allegation 8.10 referred to at paragraph 1.1 above is the deletion of the words "and accusing her of being a liar".
 - 1.3. The amendment to allegation 8.13 referred to at paragraph 1.1 above is the deletion of the words "being denied an opportunity to record the meeting".
 - 1.4. The claimant is further permitted as part of allegation 8.1 to rely upon the contentions included in the claimant's further information (as ordered to be provided by Employment Judge Barker on 26 March 2018):

"Shah (Rahman) stated that I need to get evidence from my GP, I asked what for, he stated 'the pregnancy'. I advised I had an appointment with my Midwife and he stated 'that's very unusual at this point'. I felt as though I was being quizzed as to whether or not I was telling the truth about my pregnancy and whether the reasonable adjustment outlines [sic] were genuine, his tone and manner was unhelpful and unpleasant."

as acts of harassment related to the protected characteristic of pregnancy.

2. For the avoidance of doubt, it is recorded that the respondent accepted that the matters set out in paragraphs 1 to 3, 8.2, 8.9, 16 and 18 of Annex B were comprised within the original claim form and that the claimant did not need permission to amend to include those matters.
3. The claimant is not permitted to amend her complaint in respect of the remaining matters contained in Annex B.

Employment Judge Ryan

Date 12 February 2019

JUDGMENT SENT TO THE PARTIES ON

18 February 2019

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.

Public access to Employment Tribunal decisions

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