



EMPLOYMENT TRIBUNALS

Claimant: Ms Paschal

Respondent: Guy's and St Thomas's NHS Foundation Trust

Heard at: London South **On:** 27 January 2020

Before: Employment Judge Khalil (sitting alone)

Appearances

For the claimant: in person

For the respondent: Mr Young, Counsel

JUDGMENT ON A PRELIMINARY ISSUE

- (1) Pursuant to S.123 Equality Act 2010, the Tribunal exercises its discretion to hear the claim for race discrimination out of time in relation to allegations of bullying and harassment on: 14 and 15 August 2018 (alleged altercation and subsequent email), alleged isolation for 6 weeks before that date, alleged monitoring of the claimant in July 2018 and the away day incident on 29 June 2018 only.
- (2) The Tribunal concludes the aforementioned incidents were part of a course of conduct ending on 15 August 2018.
- (3) All other claims for race discrimination in the claim form are dismissed as they are out of time.
- (4) The claimant's application to amend her claim form to add a complaint of victimisation is refused.
- (5) The claimant's application to amend to her claim to include allegations that she was refused regrading to grade 3 between 2008 and 2017 is refused.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

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Employment Judge Khalil

27 January 2020