



## EMPLOYMENT TRIBUNALS

**Claimant** Ms J Page

**Respondent** Western Sussex **Hospitals** NHS Foundation Trust

## PRELIMINARY HEARING

**Heard at:** Bristol (by telephone)

**On:** 13 February 2020

**Before:** Employment Judge C H O'Rourke

### Appearances

**For the Claimant:** in person

**For the Respondent:** Mr Shellum - counsel

## **AMENDED** JUDGMENT

1. The Claimant's claim of 'employment activity' discrimination, subject to s.13 of the Equality Act 2010, is dismissed, for want of jurisdiction.
2. For the avoidance of doubt, claims of discrimination can only be brought in relation to a 'protected characteristic' and therefore the Tribunal has no jurisdiction to consider a free-standing claim of 'employment activity discrimination', without reliance on any such protected characteristic, which characteristic or characteristics the Claimant was unable to identify.

**Case Number: 1403079/2019**

Employment Judge O'Rourke

Dated 13 February 2020

Re-dated 15 April 2020

Sent to the parties on 20 April 2020

FOR THE TRIBUNAL OFFICE