



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON CENTRAL

**BEFORE:** EMPLOYMENT JUDGE F SPENCER

**BETWEEN:** MS Z LANE CLAIMANT

AND

IMPERIAL COLLEGE HEALTHCARE NHS TRUST RESPONDENT

## OPEN PRELIMINARY HEARING By cloud video platform

**ON:** 29<sup>TH</sup> July 2020

### **Appearances**

**For the Claimant:** In person

**For the Respondent:** Ms H Patterson , counsel

## JUDGMENT

The Judgment of the Tribunal is that:

- (i) The Claimant was a disabled person for the period June 2018 – March 2019.
- (ii) The Tribunal has no jurisdiction to hear the Claimant's claim of discrimination arising from disability, which was presented outside the time limit in section 123 (1) of the Equality Act 2010.
- (iii) The Claimant's claim of victimisation is struck out as having no reasonable prospect of success, as the Claimant's grievance was not a protected act, as defined in section 27 of the Equality Act 2010.

- (iv) The Claimant's claim of unfair constructive dismissal remains listed to be heard before an Employment Judge sitting alone beginning on 15<sup>th</sup> September 2020.

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Employment Judge Spencer  
31<sup>st</sup> July 2020

JUDGMENT SENT TO THE PARTIES ON

.31/07/2020..

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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