



EMPLOYMENT TRIBUNALS

Claimant: Ms R Bromley

Respondent: The English Trading Company Limited

PRELIMINARY HEARING

Heard at: Manchester **On:** 1 September 2020

Before: Employment Judge Batten

REPRESENTATION:

Claimant: Mr S Watkinson, litigation friend

Respondent: Mr D Jones, Counsel

JUDGMENT ON A PRELIMINARY HEARING

Upon hearing from the claimant's representative and from Counsel for the respondent, the judgment of the Tribunal is that: -

1. the claimant's complaints of direct sex discrimination: specifically (a) an allegation that the claimant was threatened with disciplinary action for removing materials from the respondent's premises in early 2018; (b) an allegation that Mr Cooksey of the respondent made sexist comments about the recruitment of a receptionist in August 2018; and (c) an allegation that the claimant was instructed to put on make-up in September 2018, are struck out because they were presented out of time, in circumstances whereby it would not be just and equitable to extend time;
2. the claimant's complaint of direct sex discrimination based on an allegation that she was not paid for overtime/a bonus in comparison to a male employee is struck out because the Tribunal determined that the allegation has no reasonable prospects of success;
3. the claimant's complaints of direct sex discrimination: specifically (a) an allegation that the claimant as a female employee was made to wear a V-neck

T-shirt in contrast to male employees who wore round-neck T-shirts, and (b) an allegation that the claimant had to obtain authorisation for her purchase orders in contrast to a male employee, shall be subject to deposit orders which shall be issued separately.

3. the claimant's remaining complaints of unauthorised deductions from wages and constructive unfair dismissal shall proceed to final hearing which is listed on 5 – 9 July 2021.

Employment Judge Batten

Date: 1 September 2020

JUDGMENT SENT TO THE PARTIES ON

3 September 2020

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.

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