



EMPLOYMENT TRIBUNALS

Claimant: Ms Angela Stott

Respondent: The Cambridge Access Validating Agency (CAVA)

RECORD of a PRELIMINARY HEARING

Heard at: Cambridge (open)

On: 11 August 2020

Before: Employment Judge Ord

Members: Mr D Sutton and Mr S Holford

Appearances

For the Claimant: In person

For the Respondent: Mr James Gilbert, Consultant

Costs Judgment

1. Costs Judgment

- 1.1 The Tribunal is satisfied on the evidence before us that the principal cause of this postponement has been a failure by the Respondent to comply with, in particular, Orders for disclosure of documents together with preparation and delivery of a complete copy of the Final Bundle to the Claimant. The Claimant is a litigant in person and cannot be expected to deal with documents received electronically the working day before the date when commencement of the case was due. Further if, as was suggested, there was delay in preparation due to the impact of Covid-19 this should have been addressed by the Respondent in correspondence with the Claimant to seek agreed dates for compliance with the Orders and – if that was not forthcoming – by application to the Tribunal. The matter could have been dealt with in time and therefore the case could have proceeded today had the Respondent acted appropriately.

- 1.2 I am satisfied that the Respondent's action (or inaction) in this regard amounts to unreasonable conduct which has caused the matter to be postponed today. The Claimant has suffered no loss of earnings or other financial loss other than her travel costs which amount to £12.00.
- 1.3 The Respondent is Ordered to pay the Claimant's costs of today's postponement in the sum of £12.00 **within 14 days** of today's date.

14 August 2020

Employment Judge Ord

Sent to the parties on:30/10/2020

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For the Tribunal:

Jon Marlowe