



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss J Kalyan

v

Health Intelligence Limited

Heard: By Telephone

On: 25 January 2021

Before: Employment Judge Clarke QC

Appearances

For the Claimant: In person

For the Respondent: Mr Alex Line, Counsel

JUDGMENT

1. The claims for Disability Discrimination are dismissed. The claims were presented outside the primary limitation period and the claimant has failed to show that it would be just and equitable to extend time for their presentation.
2. In the alternative, the claimant having failed to satisfy the Tribunal that she was at any material time a disabled person for the purposes of section 6 of the Equality Act 2010, the claims for Disability Discrimination are dismissed.
3. In the further alternative, the claims for Disability Discrimination having no reasonable prospects of success, those claims are struck out pursuant to Rule 37(1)(a) of the Employment Tribunals Rules of Procedure.
4. The claims having been dismissed, or struck out, the sum of £250 paid by the claimant by way of deposit, pursuant to an Order of the Tribunal, shall be paid to the respondent.
5. Pursuant to Rule 76(1) of those Rules of Procedure, the claimant shall pay to the respondent a further sum of £500 towards its costs of these proceedings, the claimant having behaved unreasonably in continuing to

pursue them after having had time to reflect upon the comments and Orders made at the preliminary hearing on 5th May 2020 and/or because the claim had no reasonable prospect of success.

Employment Judge Andrew Clarke QC

Date:25/01/2021.....

Sent to the parties on: .23/02/2021.....
T Henry-Yeo

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For the Tribunal Office