



# EMPLOYMENT TRIBUNALS

## At an Attended Preliminary Hearing

**Claimant:** Ms B Patel

**Respondents:** (R1) Leicestershire County Council  
(R2) The Governing Body of Woodhouse Eaves St Paul's  
Church of England Primary School

**Heard at:** Midlands (East) Region by Cloud Video Platform

**On:**

**Before:** Employment Judge P Britton

### Representation

**Claimant:** Mr S Rahman of Counsel

**Respondents:** Mrs K Smith, In-house Solicitor, Leicestershire County Council

### ***Covid-19 statement:***

***This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V – video. It was not practicable to hold a face-to-face hearing because of the Covid-19 pandemic.***

## JUDGMENT

1. Claim number 2602931/2020 is dismissed upon withdrawal.
2. As to claim number 2602932/2020, the claim of discrimination by reason of race is dismissed upon withdrawal.
3. Likewise, the claim based upon discrimination because of a religious or philosophical belief is dismissed upon withdrawal.
4. The Respondents having conceded that the Claimant is a disabled person, the claim based upon disability discrimination proceeds.
5. Having heard the submissions of Mr Rahman and his application not being opposed by Mrs Smith, the claim of constructive unfair dismissal pursuant to section 95 of the Employment Rights Act 1996 also continues.

6. Orders as to the way forward are hereinafter set out in a separate document.

\_\_\_\_\_  
Employment Judge P Britton

Date: 5 July 2021

JUDGMENT SENT TO THE PARTIES ON

9 July 2021

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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.

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