



# EMPLOYMENT TRIBUNALS

## PRELIMINARY HEARING

### Representation

**Claimant:** Liliya Bashova

**Respondent:** Sovrn Uk Limited

**Heard at:** London Central remotely by CVP **On:** 30<sup>th</sup> November 2021

**Before:** E J B McKenna

**Heard at:** in private and by video (CVP) at London Central

## JUDGMENT

**(To be filed separately from main file and not to be seen by the Tribunal for the full merits hearing)**

1. The claimant's application to admit the fact and content of the "protected conversation" under s.111 A of the Employment Rights Act 1996 which took place on 8<sup>th</sup> July 2020 and documents evidencing subsequent negotiations fails. Consequently, all references to that conversation and those negotiations shall not be admissible in evidence at the full merits hearing of this claim and all records of that conversation shall be removed from the pleadings and evidence in the case and from the Tribunal file.
2. The fact and content of communications between the claimant and the ACAS conciliation officer in connection with the performance of their

functions shall not be admissible in evidence at the full merits hearing of this claim by the operation of s.18(7) of the Employment Tribunals Act 1996. Consequently, all references to those communications shall not be admissible in evidence and shall be removed from the pleadings and evidence in the case and from the Tribunal file.

3. No later than 7<sup>th</sup> March 2022, the respondent shall provide to the Tribunal and the claimant and appropriately redacted copy of the Tribunal bundle including redacted pleadings.

Employment Judge **B. McKenna**

Date 30<sup>th</sup> November 2021

JUDGMENT SENT TO THE PARTIES ON  
13/12/2021.

FOR THE TRIBUNAL OFFICE

Notes

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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