



EMPLOYMENT TRIBUNALS

Between:

Ms A Samra **and** E.ON Energy UK plc T/A E.ON Energy UK
Claimant Respondents

Record of an Open Preliminary Hearing by CVP at the Employment Tribunal

Held at: Nottingham **On:** 17 March 2021

Before: Employment Judge P Britton (sitting alone)

Representation

For the Claimant: In person
For the Respondent: Ms K Hosking, Counsel

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. The Claimant is found to be a disabled person pursuant to s6 and Schedule 1 of the Equality Act 2010.

ORDERS

Made pursuant to the Employment Tribunal Rules 2013

1. The application to amend the current claim to include one based upon victimisation, is **adjourned part heard this hearing having run out of time to**

be continued on Monday 4 April 2022 commencing at 10.00am by Cloud Video Platform. Joining instructions will follow in due course.

2. For the purposes of that renewed hearing via the Respondent there will be provided to the Tribunal an agreed bundle **not later than 7 days** before the resumed hearing. Copied to the Claimant. For the avoidance of doubt, it of course must include all the attachments that Ms Samra sent with her email of 9 December 2021 and anything else that is considered to be relevant to determination of the issue.

3. I gave full reasons at the hearing as to why I found the Claimant to be a disabled person. Neither party has currently requested the same. Accordingly, they are not included.

Employment Judge P Britton

Date: 31 March 2022

Notes

(i) **The above Order has been fully explained to the parties and all compliance dates stand even if this written record of the Order is not received until after compliance dates have passed.**

(ii) **Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.**

(iii) **The Tribunal may also make a further order (an “unless order”) providing that unless it is complied with the claim or, as the case may be, the response shall be struck out on the date of non-compliance without further consideration of the proceedings or the need to give notice or hold a preliminary hearing or a hearing.**

(iv) **An order may be varied or revoked upon application by a person affected by the order or by a judge on his/her own initiative. Any further applications should be made on receipt of this Order or as soon as possible. The attention of the parties is drawn to the Presidential Guidance on ‘General Case Management’:**

<https://www.judiciary.uk/publications/employment-rules-and-legislation-practice-directions/>

(v) The parties are reminded of rule 92: “Where a party sends a communication to the Tribunal (except an application under rule 32) it shall send a copy to all other parties and state that it has done so (by use of “cc” or otherwise). The Tribunal may order a departure from this rule where it considers it in the interests of justice to do so”. If, when writing to the Tribunal, the parties do not comply with this rule, the tribunal may decide not to consider what they have written.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.