



**EMPLOYMENT TRIBUNALS  
BETWEEN**

**Claimant**

**Respondent**

**AND**

Ms R Caesar-Scammell

Nuffield Health

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL  
AT A PRELIMINARY HEARING**

**HELD AT** Bristol (by video) **ON** 23<sup>rd</sup> and 24<sup>th</sup> August 2021

**EMPLOYMENT JUDGE** A Richardson

**Representation**

**For the Claimant:** Ms N Bennett, Lay Representative

**For the Respondent:** Ms V Duddles, Solicitor

**JUDGMENT**

**The judgment of the Tribunal is that**

- (1) The Claimant's application to amend her claim to include allegations of racial harassment is granted as identified on the schedule attached to this Judgment.
- (2) The Claimant's application to amend her claim to include allegations of disability discrimination as identified on the schedule attached is not granted.

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

Employment A Judge Richardson  
Date: 26 August 2021

Amended Judgment sent to Parties: 14 September 2022

For the Tribunal Office

**Schedule to Judgment**

**Incident no. 1 indirect discrimination - S19 EqA 2010**

Amendment not allowed.

**Incident 2: March 2020 K Southern – S13 EqA 2010**

Amendment not allowed.

**Incident 3: 9 April 2020 L Hampton – S26 EqA 2010**

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

**Incident 4: 9 April 2020 L Hampton - section 26 EqA.2010**

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

**Incident 5: 10 April 2020 the Porter – S26 EqA 2010**

Amendment not allowed

**Incident 6: 10 April 2020 D McNair – S26 EqA 2010**

Amendment not allowed

**Incident 7: 14 April 2020 L Hampton - section 26 EqA 2010**

Amendment allowed.

**Incident 8: 30 April 2020 L Hampton – S26 EqA 2010**

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.