



EMPLOYMENT TRIBUNALS

Claimant: Ms K Bibi-Sobur

Respondent: The Harmony Trust Limited

JUDGMENT UPON PRELIMINARY HEARING

1. The claimant's claims of:

Race Discrimination pursuant to Ss 9 & 13 Equality Act 2010;

Disability discrimination pursuant to Ss 20 & 21 Equality Act 2010 (save in respect of the capability hearing on 4th November 2021 specified below);

Detriment and dismissal by reason of making a public interest disclosure pursuant to the provisions of Part IVA & S103A Employment Rights Act 1996

Are struck out as having no reasonable prospects of succeeding.

2. The application to strike out or for a deposit order in respect of the claimant's claim of failure to make reasonable adjustments in relation to the capability hearing on 4th November 2021, pursuant to Ss 20 & 21 Equality Act 2010, as identified by EJ Shotter at the preliminary hearing on 7th October 2022 and laid out at page 17, 1.1-1.4 in the record of hearing, is refused.

3. The claimant's claims of failure to make adjustments (at 2 above) and Unfair Dismissal pursuant to S94 & 98 Employment Rights Act 1996 shall proceed as directed.

Employment Judge Howard
5th January 2023

Case No:2402571/2022

JUDGMENT SENT TO THE PARTIES ON
10 January 2023

FOR THE TRIBUNAL OFFICE