



EMPLOYMENT TRIBUNALS

Claimant: Z Dzhavatkhanova

Respondent: Patel Post and Print Limited (1)
C Dineshbhai Patel (2)

Heard at: London South Employment Tribunal by video

On: 1 February 2023

Before: Employment Judge L Burge

Appearances

For the Claimant: Ms M Grell

For the Respondent: Ms A Akers

OPEN PRELIMINARY HEARING JUDGMENT

It is the Judgment of the Tribunal that:

1. Upon the Claimant's application for reconsideration it is in the interests of justice that the Judgment sent to the parties on 13 October 2022 dismissing the claim is revoked;
2. Upon the Claimant's withdrawal the following claims are dismissed:
 - a. Direct discrimination because of Race (sections 9 and 13 Equality Act 2010);
 - b. Direct discrimination because of Religion (sections 10 and 13 Equality Act 2010);
 - c. Harassment (section 26 Equality Act 2010);
 - d. Victimisation (section 27 Equality Act 2010);
 - e. Wrongful dismissal;
 - f. Failure to provide a written statement of reasons for dismissal (section 92 Employment Rights Act 1996);
 - g. Failure to pay the whole or any part of a guarantee payment to which the employee is entitled (section 28 Employment Rights Act 1996)
 - h. Personal injury caused by discrimination;

- i. Detriment in contravention of s47F, 63D-63F Employment Rights Act 1996.
 - j. Unlawful deductions from wages for failure to pay sick pay; and
 - k. Unlawful deductions from wages for failure to pay pension contributions.
3. The Claimant's application to amend her claim to include a claim for failure to comply with a duty to make reasonable adjustments (sections 20 and 21 Equality Act 2010) is granted.

EJ L Burge

1 February 2023

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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