



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss C McGovern

v

**The Commissioner of Police for the
Metropolis**

Heard at: London South (in public, by video)

On: 11 & 12 April 2023

Before: Employment Judge P Klimov (sitting alone)

Representation:

For the Claimant: Mr S Gilchrist, solicitor

For the Respondent: Ms R M White, counsel

JUDGMENT

1. The claimant's claim for direct age discrimination (s.13 Equality Act 2010 ("EqA")) is struck out.
2. The claimant's claim for harassment related to age (s.26 EqA) is struck out.
3. The claimant's claim for direct disability discrimination (s.13 EqA) is struck out.
4. The claimant's claim for harassment related to disability (s.26 EqA) is struck out.
5. The claimant's claim for victimisation (s.27 EqA) is struck out.

6. All parts of the claimant's claim for discrimination arising from disability (s.15 EqA) and for failure to make reasonable adjustments (ss. 20, 21 EqA), which are not part of the complaints that the respondent has:
- a. subjected the claimant to the Unsatisfactory Police Performance / Attendance process ("**the UPP conduct**"), or
 - b. failed to provide to the claimant a standing desk ("**the Standing desk conduct**"), or
 - c. put pressure on the claimant to return to work in the office ("**the Putting under pressure conduct**").

are struck out.

7. The respondent's application to strike out parts of the claimant's claim under Rule 37 of the Employment Tribunals Rules of Procedure 2013 ("**the ET Rules**") for discrimination arising from disability (s.15 EqA) and for failure to make reasonable adjustments (ss. 20, 21 EqA) with respect to the UPP conduct, the Standing desk conduct, and the Putting under pressure conduct is refused.
8. The respondent's application to order the claimant to pay a deposit under Rule 39 of the ET Rules as a condition of continuing to advance the allegations of discrimination arising from disability (s.15 EqA) and of failure to make reasonable adjustments (ss. 20, 21 EqA) with respect to the UPP conduct, the Standing desk conduct and the Putting under pressure conduct is refused.

Employment Judge Klimov

12 April 2023