



EMPLOYMENT TRIBUNALS

Claimant: Nadia Hone

Respondent: The Commissioner of Police of the Metropolis

Heard at: London Central ET, via CVP **On:** 3 November 2023

Before: Employment Judge G. King

Representation

Claimant: In person

Respondent: Ms K. Lorraine - counsel

JUDGMENT

1. The Claimant's claims of direct discrimination on the grounds of disability are out of time, and it is not just and equitable to extend the time limit. The Tribunal therefore has no jurisdiction to hear this claim.
2. The Claimant's claims of direct discrimination on the grounds of race are out of time, and it is not just and equitable to extend the time limit. The Tribunal therefore has no jurisdiction to hear this claim.
3. The Claimant's claims of direct discrimination on the grounds of sex are out of time, and it is not just and equitable to extend the time limit. The Tribunal therefore has no jurisdiction to hear this claim.
4. The Claimant's application to amend her claim is refused. Her application was to include claims of sex discrimination, race discrimination and victimisation, relating to:
 - a. an email of 19 July 2021;
 - b. an email of 4 November 2021;
 - c. the length of time it took for the Respondent to conclude the Claimant's grievance.
5. The evidence of historical matters contained at paragraphs 17 – 32 and 34 – 35 of the Claimant's Further and Better Particulars of Claim is not relevant to her Protected Disclosure claim, and is to be excluded from the claim.

6. The Claimant's application for the Respondent's Grounds of Resistance to be struck out is refused.

Employment Judge G. King

Date: 8 November 2023

JUDGMENT SENT TO THE PARTIES ON
09/11/2023

FOR THE TRIBUNAL OFFICE

Note

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.