



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms L Callaghan

**Respondent:** Lidl of Great Britain Ltd

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Bristol (in private, by telephone) **On:** 6 October 2023

**Before:** Employment Judge Midgley

### Appearances

For the Claimant: Mr Lee Clarke (Lay representative)

For the Respondent: Mr A Rhodes, (Counsel)

## JUDGMENT

1. The allegations detailed at Issues 3.2.5, 5.1.2, 6, 8.1.3 and 8.1.8 in the Case Management Order of EJ Bax dated 7 December 2021 ("The Order") are dismissed on their withdrawal by the claimant.
2. The allegations detailed at Issues 3.2.1 and 3.2.2 of the Order are dismissed consequent to the claimant's failure to pay the Deposits ordered in respect of them.
3. UPON the respondent's concession of liability in respect of the claims detailed in the Order detailed below (in the circumstances recorded in the case management Order dated 6 October 2023), those claims are well-founded and succeed.
  - 3.1. (s.13 EqA) 3.2.4;
  - 3.2. (s.15 EqA): 5.1.1, 5.1.3;
  - 3.3. (s.20 EqA): 7.2.1 – 7.2.5; 7.2.7 – 7.2.8;
  - 3.4. (s.26 EqA: Disability) 8.1.1; 8.1.2; 8.1.5 – 8.1.7; 8.1.9; and
  - 3.5. (s.26 EqA: Sex) 9.1.
4. The remedy to which the claimant is entitled in respect of the claims in paragraph 3 above and those which succeeded pursuant to the Judgment of 17 May 2022, will be determined a remedy hearing on 13, 14 and 15 November 2023 in accordance with the Orders of 6 October 2023.

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Employment Judge Midgley

Date 8 November 2023

SENT TO THE PARTIES ON  
30 November 2023 By Mr J McCormick

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.