



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Pearce

Respondent: The Royal Leicestershire, Rutland and Wycliffe
Society for the Blind (1)
Ms S Hoath (2)

Heard at: Leicester On: 14 and 15 February 2024

Before: Employment Judge M Butler (sitting alone)

Appearances

Claimant: In person supported by her husband
Respondent: Mr T Hussain, Counsel

JUDGMENT AT A PRELIMINARY HEARING

The Judgment of the Employment Judge is:

1. The claim of unfair dismissal based on the argument that employment should have been extended to comply with the requirement of two years employment pursuant to section 108 of the Employment Rights Act 1996 ("ERA") is struck out as having no reasonable prospect of success.
2. The claim for non-compliance with section 1(2) ERA is struck out as having no reasonable prospect of success.
3. The claim that the Claimant asserted a statutory right to rest breaks during her work shifts under Regulation 12 of the Working Time Regulations 1998 is struck out as having no reasonable prospect of success.
4. The claims of direct and indirect discrimination, race discrimination are struck out as having no reasonable prospect of success.
5. The claim of direct disability discrimination is struck out as having no reasonable prospect of success.

6. The claim of discrimination on the ground of religion or belief is struck out as it has not been actively pursued.

7. The remaining claims brought by the Claimant shall proceed to the final hearing.

Employment Judge M Butler

Date 15 February 2024

JUDGMENT SENT TO THE PARTIES ON:

FOR THE TRIBUNAL OFFICE

Rule 62

Reasons for this decision having been given at the hearing, no written reasons will be provided unless either party requests them in writing within 14 days of the date this judgment is sent to them.