Case Number: 3206040/2022



# **EMPLOYMENT TRIBUNALS**

Claimant: Charlotte Khatso

Respondent: London Borough of Hackney

Heard at: East London Employment Tribunal

On: 21, 22, 23, 27, 28 and 29 February 2024

Before: Employment Judge Mack

Members: Ms A Berry

Ms S Harwood

Representation

Claimant: Finnian Clarke (counsel) Respondent:

Catriona MacLaren (counsel)

# **JUDGMENT**

#### The Tribunal decides that:

- 1. The Claimant's claim for breaches of the following sections of the Equality Act are well-founded:
  - a. Section 13;
  - b. Section 15;
  - c. Section 21;
- 2. The Claimant's claim for unfair dismissal is well-founded.
- 3. The Claimant's claim for breach of The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 is dismissed because:
  - a. It was in part made out of time; and
  - b. It was in part not well-founded.

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## **DIRECTIONS**

1. A remedy hearing is listed in East London Employment Tribunal on 29 April 2024. The hearing is listed for one day.

Employment Judge Mack
Dated: 8 March 2024

#### Note

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

### Public access to employment tribunal decisions

Judgments (except judgments under Rule 52) and reasons for the judgments are published, in full, online at <a href="https://www.gov.uk/employment-tribunal-decisions">www.gov.uk/employment-tribunal-decisions</a> shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.