



EMPLOYMENT TRIBUNALS

Claimant: Miss Olivia Hume

Respondent: SCA Investments Limited (T/a Gousto)

PRELIMINARY HEARING

Heard at: London Central Employment Tribunal (CVP) **On:** 26 April 2024

Before: Employment Judge Akhtar

Appearances

For the claimant: In Person

For the Respondent: Ms K Annand, Counsel

JUDGMENT

1. The claimant's claim for direct discrimination on the grounds of sex pursuant to section 13 Equality Act 2010 and victimisation pursuant to section 27 Equality Act 2010, were presented outside the time limit and it is not just and equitable to extend time. Accordingly, the Tribunal does not have jurisdiction to hear the claim and it is struck out.
2. The claimant's application to amend the claim to include claims for race discrimination pursuant to section 13 Equality Act 2010 and/or harassment related to race pursuant to section 26 Equality Act 2010 is refused.
3. In the alternative, if I am wrong about my refusal to permit the amendments to the claim, then the claims were also presented outside the time limit and it is not just and equitable to extend time. Accordingly, the Tribunal does not have jurisdiction to hear the claim and it is struck out.

Employment Judge **Akhtar**

30 April 2024

Sent to the parties on:

16 May 2024

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For the Tribunal Office:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.