



EMPLOYMENT TRIBUNALS

Claimant: Miss R Bethune

Respondent: London Borough of Newham

Heard at: East London Hearing Centre

On: 03, 04, 05, 09, 10, 11, 12 January 2024, 07 May 2024, and 08 May 2024 (11 January, 12 January and 07 May 2024 in chambers)

Before: Employment Judge B Beyzade
Members: Miss S Harwood
Mrs B K Saund

Representation

Claimant: Ms Heather Platt, Counsel
Respondent: Mr David Gray-Jones, Counsel

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The claimant's complaints of direct race discrimination (pursuant to section 13 of the Equality Act 2010) that are set out at paragraphs 1.2.14 and 1.2.30 of the List of Issues, harassment related to race (pursuant to section 26 of the Equality Act 2010) that are set out at paragraphs 2.1.14 and 2.1.30 of the List of Issues, and victimisation (pursuant to section 27 of the Equality Act 2010) that are set out at paragraphs 3.1.1 and 3.2.1 of the List of Issues having been withdrawn by the claimant, are dismissed under Rule 52 of the Rules contained in Schedule 1 of the *Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013*.
2. The claimant's complaints of direct race discrimination (pursuant to section 13 of the Equality Act 2010) that are set out at paragraphs 1.2.1, 1.2.2, 1.2.3 (insofar as it relates to any acts or omissions pre-dating 06 June 2022), 1.2.4, 1.2.5, 1.2.6, 1.2.7, 1.2.8, 1.2.9, 1.2.10, 1.2.11, 1.2.12, 1.2.13, 1.2.15, 1.2.16, 1.2.17, 1.2.18, 1.2.19, 1.2.20 (insofar as it relates to 04 May 2022), and 1.2.25 of the List of Issues were presented outside the time limit set out in section 123(1)(a) of the Equality Act 2010 and the Tribunal does not consider that there are any continuing acts in respect thereof nor does it conclude that it is just and equitable to extend

time. Those complaints are therefore dismissed. The remainder of the claimant's complaints of direct race discrimination (pursuant to section 13 of the Equality Act 2010) are not well founded and they are hereby dismissed.

3. The claimant's complaints of harassment related to race (pursuant to section 26 of the Equality Act 2010) that are set out at paragraphs 2.1.1, 2.1.2, 2.1.3 (insofar as it relates to any acts or omissions pre-dating 06 June 2022), 2.1.4, 2.1.5, 2.1.6, 2.1.7, 2.1.8, 2.1.9, 2.1.10, 2.1.11, 2.1.12, 2.1.13, 2.1.15, 2.1.16, 2.1.17, 2.1.18, 2.1.19, 2.1.20 (insofar as it relates to 04 May 2022), and 2.1.25 of the List of Issues were presented outside the time limit set out in section 123(1)(a) of the Equality Act 2010 and the Tribunal does not consider that there are any continuing acts in respect thereof nor does it conclude that it is just and equitable to extend time. Those complaints are therefore dismissed. The remainder of the claimant's complaints of harassment related to race (pursuant to section 26 of the Equality Act 2010) are not well founded and they are hereby dismissed.
4. The claimant's complaint of victimisation (pursuant to section 27 of the Equality Act 2010) is not well founded and it is hereby dismissed.

Employment Judge B Beyzade
Dated: 7 June 2024