



EMPLOYMENT TRIBUNALS

Claimant
Ms L Edwards

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Respondent
Midasplayer.com Ltd

Heard at: London Central

On: 3-14 June 2024

Before: Employment Judge Baty
Ms J Marshall

Representation:

For the Claimant: In person
For the Respondent: Mr T Cordrey (counsel)

JUDGMENT

1. The claimant's complaints of detriment under section 47C Employment Rights Act 1996 and regulation 20 Maternity and Parental Leave etc Regulations 1999 were presented out of time and it was reasonably practicable to have presented them in time. The tribunal does not therefore have jurisdiction to hear those complaints and they are struck out. If the tribunal had had jurisdiction to hear those complaints, they would all have failed.

2. The claimant's complaints of pregnancy/maternity discrimination under the Equality Act 2010 were presented out of time and it was not just and equitable to extend time. The tribunal does not therefore have jurisdiction to hear those complaints and they are struck out. If the tribunal had had jurisdiction to hear those complaints, they would all have failed.

3. The claimant's complaint of direct race discrimination under section 13 of the Equality Act 2010 set out at "Detriment 8" of the list of detriments was withdrawn by the claimant during the hearing and was dismissed.

4. The claimant's remaining complaints of direct race discrimination under section 13 of the Equality Act 2010 were presented out of time and it

was not just and equitable to extend time. The tribunal does not therefore have jurisdiction to hear those complaints and they are struck out. If the tribunal had had jurisdiction to hear those complaints, they would all have failed.

Employment Judge Baty

Dated: 14 June 2024

Judgment sent to the parties on:

19 June 2024

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For the Tribunal Office

Notes

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.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>