EMPLOYMENT TRIBUNALS

Claimant: **Mrs N Henley**

Respondent: **Kings Hill Parish Council**

Heard at: London South.   **On:**   **10- 18 June 2024**

Before: **Employment Judge McLaren**
Members: **Ms. H Bharadia**
                     Mr. D Shaw

Representation
Claimant: **In Person**

Respondent: **Mr. D Beemah, Counsel**

JUDGMENT

The unanimous decision of the Employment Tribunal is as follows: –

1. The claim for unlawful deduction from wages is dismissed upon withdrawal by the claimant. The respondent has paid the sum owed.
2. The claim for breach of contract is dismissed upon withdrawal by the claimant. The respondent has paid the sum owed
3. The claims for detriment under s47 B ERA 1996 are dismissed. The tribunal has no jurisdiction to hear this claim as out of time
4. The claim for automatic unfair dismissal under s103A ERA 1996 is dismissed. The tribunal has no jurisdiction to hear this claim as out of time
5. The claims for direct discrimination and harassment are dismissed. The tribunal has no jurisdiction to hear these claim as out of time and it would not be just and equitable to extend time
6. The respondent did not contravene section 27 of the Equality Act 2010 in relation to detriments i - iii. This means that this claim does not succeed.
7. The respondent did contravene section 27 of the Equality Act 2010 in relation to detriment iv. This means that this claim succeeds.
8. A separate hearing will be listed to consider remedy

Employment Judge McLaren
Dated: 19 June 2024

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.

Public access to employment tribunal decisions

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.