

JB



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

1) Ms C Linton

The Mayor and Burgesses of the London
Borough of Lambeth

2) Ms S Simpson

Held at London South (By video)

On 27 June 2024

BEFORE: Employment Judge Siddall

Representation

For the Claimants: In person

For the Respondent: Mr O Isaacs

JUDGMENT ON PRELIMINARY HEARING

The decision of the tribunal is that:

1. The claim that the Claimants were subjected to harassment related to their race at a meeting in May 2021 (‘the Meeting incident: paragraph 5.1.2 of the List of Issues) is struck out on the grounds that it has no reasonable prospects of success.
2. The claim that the Second Claimant’s grievance addressed to Only Social Care dated 31 January 2022 amounted to a protected act for the purposes of a victimisation claim (paragraph 6.2.2 of the List of Issues) is struck out on the grounds that it has no reasonable prospects of success.

3. The claim that the grievances submitted by both Claimants on 10 March 2022 amounted to a protected act for the purposes of a victimisation claim is struck out on the grounds that it has no reasonable prospects of success.
4. The remaining claims of harassment and victimisation referred to at paragraphs 5 and 6 of the List of Issues contained in the Case Management Order of 26 January 2024 may proceed to a hearing.

Employment Judge Siddall
Date: 27 June 2024