



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Ghafoor  
**Respondent:** Sussex Partnership NHS Foundation Trust  
**Heard at:** Southampton (by CVP)  
**On:** 26 and 27 June 2024  
**Before:** Employment Judge Hastie

## Representation

Claimant: In person  
Respondent: Mr J Jupp KC

# JUDGMENT

1. The application by the Claimant to amend her claims to include victimisation discrimination is refused.
2. The claim for race discrimination is dismissed as the Tribunal does not have jurisdiction to hear the claim. The claims were presented to the Tribunal outside the time limit and it is not just and equitable to extend the time limit to allow the claim to proceed.
3. The claim for sex discrimination is dismissed as the Tribunal does not have jurisdiction to hear the claim. The claim was presented to the Tribunal outside the time limit and it is not just and equitable to extend the time limit to allow the claim to proceed.
4. The claim for disability discrimination is dismissed as the Tribunal does not have jurisdiction to hear the claim. The claim was presented to the Tribunal outside the time limit and it is not just and equitable to extend the time limit to allow the claim to proceed.

Employment Judge Hastie

Date 27 June 2024

JUDGMENT SENT TO THE PARTIES ON

9 August 2024

Jade Lobb  
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.

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