



EMPLOYMENT TRIBUNALS

Claimant: Mrs Rudo Chitauro
Respondent: Seasons Rehabilitation Centre Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: Midlands West Employment Tribunal **On:** 31st July 2024
By Cloud Video Platform

Before: Employment Judge Gidney

Appearances

For the Claimant: Mr Dzikamai Mhakayaora (Family Friend)
For the Respondent: Mr Steven Sutcliffe (Peninsula)

JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's application to amend her Claim Form to include a breach of contract complaint is refused;
2. The Claimant's application to amend her Claim Form to include a detriment complaint is refused;
3. The Claimant's application to amend her Claim Form to include a s15 **Equality Act 2010** ('EqA') complaint of Discrimination Arising from Disability is granted;

4. The application to amend the Claim Form to include a s15 **EqA** complaint of Discrimination Arising from Disability was presented 15 weeks and 3 days out of time and was not part of a continuing act extending beyond 27th July 2023;
5. The determination of whether it would be just and equitable to extend time for the s15 **EqA** claim to be in time will be a trial issue for the full Tribunal, having heard all of the evidence.

Employment Judge Gidney

31st July 2024

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

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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/>