



# **EMPLOYMENT TRIBUNALS**

## **PUBLIC PRELIMINARY HEARING**

**Claimant:** Ms A Sendula

**Respondent:** Penrose Homes Limited

**Heard at:** East London Hearing Centre (by video link)

**On:** 2 April 2025

**Before:** Employment Judge S Shore

### **Representation**

For the claimant: In person

For the respondent: Mr D Cutler, Director

## **JUDGMENT**

1. None of the claimant's claims are struck out for non-compliance with the ET order to attend the DRA hearing on 28 March 2025.
2. The claimant was not an employee of the respondent at any time. Her claim of unfair dismissal is dismissed as the Tribunal has no jurisdiction to hear it.
3. If the claimant was an employee of the respondent, she did not have two years' continuous employment with the respondent.
4. None of the claims advanced by the claimant have reasonable prospects of success. The claims of direct sex discrimination, harassment related to the protected characteristic of sex, and unauthorised deduction from wages are dismissed. The claimant's claim of unfair dismissal would have been dismissed as having no reasonable prospects of success if it had not already been struck out under paragraph 1 above.
5. No individual claims need to be struck out as all claims have been struck out under paragraphs 2 and 4 above.
6. There is no requirement to determine any further preliminary issues arising from the claim as all the claimant's claims have been struck out.

Approved by EJ Shore  
Employment Judge S Shore  
Date: 4 April 2025

**Note**

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**

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

**Recordings 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/>