



EMPLOYMENT TRIBUNALS

Claimant: Ms P Begum
Respondent: Lloyds Banking Group
Heard at: Birmingham
Method By Video
On: 28 July 2025 to 29 July 2025
Before: Employment Judge Smart in public

Appearances

For the Claimant: Herself
For the Respondent: Miss G Crew (Counsel)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. Day one of the preliminary hearing was adjourned from 14.45 for the rest of the day due to an incident involving a dependent of the Claimant.
2. It was not in dispute that the Claimant's claims of disability Discrimination had been submitted out of time.
3. When considering the last act of discrimination that is present in the pleaded claim, namely the direct discrimination claim of 29 September 2023, it was just an equitable to extend time for that claim to be heard by the Tribunal.
4. The Claimant's claim will therefore continue.
5. There remain jurisdictional issues still to determine at trial about all other discrimination claims brought by the Claimant such as, for example, whether they form an extended period of discriminatory conduct by the respondent.
6. The determination of whether the Claimant was disabled within the meaning of section 6 of the Equality Act 2010 for impairment 3, namely her back problem, remains to be heard at a further preliminary hearing.

7. The case will be relisted for a further preliminary hearing to determine the remaining disability point.

Case Management orders

8. The parties are to write to the Tribunal on or before 5 August 2025 with any dates they cannot make a hearing within the next 12 months and whether they are interested in judicial mediation.
9. No further directions about evidence are needed because the bundle and any evidence had already been prepared by the parties for hearing the disability issue at this preliminary hearing. Consequently, neither side may adduce new documents or evidence for the next preliminary hearing without express permission of the Tribunal.
10. The parties must complete and try to agree a case management agenda 14 days before the next preliminary hearing. A copy of the blank agenda is attached with this Judgment.
11. The parties are reminded, as they were at the hearing, that if they wish to request written reasons then they must do so within the period of 14 days of the date this Judgment is sent to the parties.

Judgment approved by:

Employment Judge G Smart

On 31 July 2025