



EMPLOYMENT TRIBUNALS

Claimant: Ms J Whyte

Respondent: Suez Recycling and Recovery (UK) Limited

Heard at: Manchester Employment Tribunal

On: 14 July 2025

Before: Employment Judge Dunlop

Representation

For the claimant: In person, supported by her daughter, Miss Whyte

For the respondent: Miss P Mather (Counsel)

JUDGMENT ON A PRELIMINARY HEARING

1. The claimant's complaints of discrimination are struck out insofar as they relate to matters pre-dating her dismissal on 19 June 2024. There is no reasonable prospect of success of the claimant establishing that any of these complaints formed a continuing act with the dismissal, nor of her establishing that it is just and equitable to extend time to enable the Tribunal to hear those complaints.
2. The respondent's application to strike out the claim of unfair dismissal and the discrimination complaints which arise out of the dismissal on the basis that they have no reasonable prospects of success (on the substantive merits) is rejected.
3. The respondent's alternative application that those complaints should be subject to a deposit order is also rejected.
4. The remaining complaints will therefore proceed to a final hearing.

Approved by Employment Judge Dunlop

Date: 14 July 2025

SENT TO THE PARTIES ON

Date: 27 August 2025

FOR EMPLOYMENT TRIBUNALS

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 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/>