



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Thaker  
**Respondent:** Prolojik Limited  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 10 October 2025  
**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: Mr C Sekar, counsel  
For the respondent: Mr J Heard, counsel

# JUDGMENT ON STRIKE OUT AND COSTS

1. No parts of the claim are struck out. The three comparators for the Equal Pay claim are Mr Rodrigo and Mr Vincent (who had always been identified as comparators) and Mr Karimjee (who was added at the previous preliminary hearing). There was no application to rely on any other comparator.
  - 1.1. There was already an allegation of “equal work” which relied on section 65(1)(c) the Equality Act 2010 (“EQA”) (ie work of equal value). That allegation had not been withdrawn or abandoned, and there was no need for the Claimant to make an application to amend, or to withdraw a concession.
  - 1.2. It had previously been argued by the Claimant that there was also an allegation of “equal work” which relied on section 65(1)(a) EQA (ie like work). No decision had yet been made about whether that was already part of the claim or whether the Claimant needed to make an application to amend. However, it is no longer being pursued and, to the extent necessary, that is dismissed on withdrawal.
  - 1.3. It had previously been argued by the Claimant that there was also an allegation of “equal work” which relied on section 65(1)(b) EQA (ie work rated as equivalent). A decision had already been made that it was not already part of the claim and that – therefore - the Claimant needed to make an application to amend if she intended to pursue that allegation or argument. However, it is no longer being pursued and the Claimant has

confirmed there will be no application to amend.

2. The Claimant is ordered to pay **the sum of £1400 to the Respondent by 1 December 2025**, using the bank account details that the Respondent's representative will supply. This is a judgment making an award of costs in accordance with Part 13 of the Employment Tribunals Rules of Procedure 2024.
3. Case management orders (including decision to refuse to strike out any part of response) have been made and are contained in a separate document.

Approved by:

**Employment Judge Quill**

Date: 9 November 2025

JUDGMENT SENT TO THE PARTIES ON

.....13 November 2025.....

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FOR THE TRIBUNAL OFFICE

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