



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Oates

**Respondent:** High Speed Two (HS2) Limited

## PRELIMINARY HEARING

**Heard at:** Birmingham (in public, partly by video)      **On:** 20 November 2025

**Before:** Employment Judge Camp

### Appearances

For the claimant: in person, assisted by her father, Mr J Oates

For the respondent: Ms L Veale, counsel

## JUDGMENT

1. The claimant did not withdraw any part of her claim in accordance with rule 50 the ET Procedure Rules 2024 (the “Rules”) by her email of 24 April 2025.
2. The claimant did withdraw her entire claim apart from her equal pay claim by her email of 28 May 2025.
3. The Tribunal has no power to reinstate the withdrawn complaints and the claimant’s application to reinstate them is refused.
4. The claimant’s entire claim – including her complaint of unfair dismissal and any claim for discriminatory dismissal – apart from her equal pay claim is dismissed upon withdrawal in accordance with rule 51 of the Rules. Rule 51(a) does not apply and to issue this judgment would not be contrary to the interests of justice because it would be an abuse of process for the claimant to present a fresh Tribunal claim making any of the complaints she has withdrawn.

Employment Judge Camp  
Approved on 25 November 2025

Note: Reasons were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.