



EMPLOYMENT TRIBUNALS

Claimant: Ms P Hamilton

Respondent: Minster-on-Sea Parish Council

Heard at: London South (remotely by CVP)

On: 13 February 2026

Before: Employment Judge Heath

Representation

Claimant: In person

Respondent: Mr C McDevitt (Counsel)

JUDGMENT

The following claims are struck out under Rule 38(1)(c) Employment Tribunals Rules of Procedure 2024:

1. The claims of direct race discrimination.
2. The claims of direct disability discrimination.
3. The claims of discrimination arising from disability.
4. The claims of harassment related to race.
5. The claims of harassment related to disability.

Approved by:

Employment Judge Heath

13th February 2026

Judgment sent to parties on:

18th February 2026

For the Tribunal Office

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) 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.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/