



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Laguda

Respondent: GTC Infrastructure Limited

JUDGMENT

The complaints of sex discrimination, and pregnancy and maternity discrimination are struck out.

REASONS

1. The Tribunal wrote to the claimant on **28 January 2026** warning them that the Tribunal was considering striking out parts of the claim. This was because it appeared to the Tribunal, applying Rule 38 of the Employment Tribunal Procedure Rules 2024, that, in relation to those parts, the claim had no reasonable prospect of success.
2. The claimant was given an opportunity to explain why those parts of the claim should not be struck out, or to request a hearing at which to do so. The claimant has replied on 23 February 2026 in a response to the rule 28 notice and order.
3. I am satisfied that the grounds for striking out those part of the claim under Rule 38 apply, and that it would be in accordance with the overriding objective in Rule 3 to strike out that part of the claim. This is because
 - a. The claimant's response to the rule 28 notice and order read together with the contents of the claim form shows that the claim cannot come within the provisions of section 18 Equality Act 2010, the claimant is referred to subsections (2) and (6) of section 18.
 - b. The claimant has failed to provide any particulars at all in the document attached to her ET1 Claim Form showing how any of the alleged acts of unfavorable treatment relate to her sex as a woman and the claimant states in the response to the rule 28 notice and order that "*the claimant does not pursue a standalone sex discrimination claim separate from race and pregnancy/maternity discrimination.*"

4. Those parts of the claim are therefore struck out. The rest of the claim is not affected by this judgment.

Approved by:

Employment Judge Gumbiti-Zimuto

15 April 2026

JUDGMENT SENT TO THE PARTIES ON

4 June 2026

FOR THE TRIBUNAL OFFICE