



EMPLOYMENT TRIBUNALS

Claimant: Miss S Varma

Respondent: Peregrine International Limited (1)
BAE Systems plc (2)

HELD AT: Liverpool, (by CVP, remote) **ON:** 26 May 2026

BEFORE: Employment Judge Johnson

REPRESENTATION:

Claimant: Miss Stephanie Hayden (legal executive)
Respondent: Mrs Kirstie Skeaping (solicitor for first respondent)
Miss Karen Moss (counsel for second respondent)

JUDGMENT

The judgment of the Tribunal is that:

- (1) Further to the judgment of Employment Judge Humble dated 18 February 2026, the complaints of unfair dismissal against the first respondent and the breach of contract/wrongful dismissal and holiday pay against both respondents are dismissed upon withdrawal by the claimant.
- (2) It is noted that the complaint of unfair dismissal brought against the second respondent was dismissed by Judge Humble on 18 February 2026, upon withdrawal by the claimant.
- (3) This means that the remaining complaint before the Tribunal at this preliminary hearing was direct discrimination contrary to section 13 Equality Act 2010 and in respect of the protected characteristic of gender reassignment in accordance with section 7.

- (4) The claim **against the second respondent** is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
- (5) The claim **against the first respondent** is not struck out but is considered to have little reasonable prospect of success, under Rule 40. Consideration will now be given to whether a deposit order should be made and if so, the amount payable having allowed the claimant time to provide evidence of her ability to pay a deposit.

EJ A Johnson

Employment Judge Johnson

Date: 26 May 2026

JUDGMENT SENT TO THE PARTIES ON

Date: 17 July 2026

FOR THE TRIBUNAL OFFICE

Notes

This is a record of an ex tempore judgment where the reasons were delivered to the parties orally upon the conclusion of the preliminary hearing. Written reasons if requested, must be requested no later than 14 days after the date that the judgment was delivered to the parties, (Rule 60(4)).

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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

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>