



EMPLOYMENT TRIBUNALS

Heard at Croydon (by video) **On** 6 August 2026

Claimant Miss Grace Clarke

Respondent Credera Limited

Before Employment Judge Eoin Fowell

Appearances

Claimant In person

Respondent Bayo Randle of counsel, instructed by Lewis Silkin LLP

JUDGMENT ON A PRELIMINARY ISSUE

1. The claim of direct age discrimination is dismissed on withdrawal by the claimant.
2. The application to strike out the claim of victimisation as having no reasonable prospects of success is refused. That claim does not depend solely on the express wording of the protected act identified in the case management order, the email dated 4 July 2024 from Miss Clarke requesting a meeting with the Chief Executive, but encompasses (a) the possibility that an allegation of breach of the Equality Act can be implied from this email, or (b) that the respondent believed that such an allegation had been made, or (c) that such an allegation may be made, in particular at the requested meeting.
3. The application for a deposit order is refused on the same basis.
4. The claimant's remaining claims will proceed to a hearing on 16 November 2026. That hearing will deal with issues of liability only.

Employment Judge Eoin Fowell

Date: 6 August 2026

SENT TO THE PARTIES ON:

18 August 2026

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FOR THE TRIBUNAL OFFICE

Notes

Full 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.

Public access to employment tribunal decisions

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

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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