



EMPLOYMENT TRIBUNALS

Claimant

Respondents

Mr O Orior

v

Outward Housing

PRELIMINARY HEARING

Heard at: Watford

On: 9 October 2018

Before: Employment Judge Smail

Appearances:

For the Claimant: In Person
For the Respondent: Ms Webb (Counsel)

JUDGMENT

1. The claim of age discrimination is struck out on the basis that it has no reasonable prospects of success.
2. The remaining applications for strike out and for a deposit are dismissed.

CASE MANAGEMENT ORDERS

1. The issues identified by E. J. Wyeth on 18 July 2018 are amended by (1) deleting the claim of age discrimination and (2) adding a claim of discrimination arising from disability under section 15 of the Equality Act 2010. The alleged matters arising from the disability are (a) absence (b) the need to alter rotas at short notice.
2. Insofar as the Claimant relies on actual comparators, the pleaded basis is to be taken as set out in his table entitled Direct Discrimination Comparator Table at pages 108 to 112 of the Preliminary Hearing Bundle.

3. The Claimant is to serve on the respondent edited audio extracts of no more than 30 minutes in total length of the audio recordings on which he relies.
4. The Respondent may serve on the Claimant in response an edited audio recording, or a transcript, within a further 28 days thereafter.

CONSEQUENCES OF NON-COMPLIANCE

1. Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.
2. The tribunal may also make a further order (an “unless order”) providing that unless it is complied with, the claim or, as the case may be, the response shall be struck out on the date of non-compliance without further consideration of the proceedings or the need to give notice or hold a preliminary hearing or a hearing.
3. An order may be varied or revoked upon application by a person affected by the order or by a judge on his/her own initiative.

Employment Judge Smail

01/11/2018

Sent to the parties on:

.....01/11/2018.....

For the Tribunal:

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