



Case Number: 1304004/2023

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Ms G Lowe (Nee Duggan) and

Respondent: G4S Care and Justice Service (UK) Limited

SITTING AT: Birmingham Employment Tribunal
(Hybrid preliminary hearing.)

ON: 18 April 2024

BEFORE: Employment Judge G Smart in public.

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing for the Claimant in person and Mr. Alex Clarke (solicitor) via CVP for the Respondent:

1. The Claimant's claims for sexual orientation discrimination, slander and hate crimes are struck out as having no reasonable prospect of success under rule 37 of the Employment Tribunal Rules.
2. All the Claimant's claims brought under the Equality Act 2010 including disability discrimination, religion and belief discrimination and sex discrimination are out of time and it is not just and equitable to extend time. The Tribunal therefore has no jurisdiction to hear them and they are dismissed.
3. All the Claimant's claims for unlawful deduction of wages and breach of contract were presented out of time when it was reasonably practicable for them to be presented in time. The Tribunal therefore has no jurisdiction to hear them and they are dismissed.
4. The Claimant's application to amend the claim to include allegations of failures to make reasonable adjustments in accordance with the Equality Act 2010, is refused.

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both 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 parties. **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/>

5. Consequently, all the Claimant's claims fail and the case does not proceed any further.

EMPLOYMENT JUDGE SMART
19 April 2024

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