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## THE EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Saunders  
**Respondent:** Sodexo Limited  
**Heard at:** East London Hearing Centre  
**On:** 19 February 2018  
**Before:** Employment Judge C Hyde, sitting alone

### Representation

**Claimant:** Mr M Raffell, Employee/Litigator  
**Respondent:** Ms G Leadbetter, Counsel

## CASE MANAGEMENT ORDER Following a Closed Preliminary Hearing

1. By **26 March 2018** the Respondent is to tell the Tribunal with a copy to the Claimant at the same time, in writing, whether they accept that the Claimant was a disabled person at the material times under the Equality Act 2010; and if not, they are to set out the basis on which they dispute that this was the case and whether they wish to keep the date for the Open Preliminary Hearing to determine the issue of disability.
2. On the basis that the Respondent did not accept that the Claimant was a disabled person at the material times, an **Open Preliminary Hearing** was listed for **11 May 2018** before any Tribunal with a time allocation of 1 day (Judge sitting alone).
3. For that hearing, the Claimant is to inform the Respondent in writing by **29 March 2018**, which documents she wishes to be included in the bundle for the Open Preliminary Hearing and thereafter, the Respondent is to compile a consolidated bundle for use at the Preliminary Hearing and to give a copy of the bundle to the Claimant

on **12 April 2018**. The Respondent is then to bring 2 further identical copies of that bundle to the hearing for use by the Tribunal and on the witness table.

4. The Claimant already having provided an impact statement to the Respondent, any further evidence on which she proposes to rely in relation to the issue to be determined at the Preliminary Hearing, is to be provided to the Respondent by way of a Witness Statement by **27 April 2018**.

**Variation of Orders Made by Employment Judge Gilbert and sent to the parties on 3 January 2018**

5. The Orders in relation to the preparation of witness statements and bundles, cast lists and chronology made by Employment Judge Gilbert were hereby revoked and the Orders above for the Open Preliminary Hearing were substituted.

**Full Merits Hearing**

6. For the Full Merits Hearing the parties are to prepare witness statements and to exchange these by **3 July 2018**.
7. The Claimant is to provide a final Schedule of Loss to the Respondent and to provide it with any additional supporting documents also by **3 July 2018**.
8. **On 19 June 2018**, the Respondent is to give the Claimant a copy of the bundle for the Full Merits Hearing. In order to facilitate that process, the Claimant is to tell the Respondent in writing by **5 June 2018**, which of the documents from the disclosed documents she wishes to be included in the bundle for the full hearing.

**Cast List and Chronology**

9. These documents are to be agreed but the burden is on the Respondent to prepare them after having liaised with the Claimant and to bring them to the first day of the hearing.

**Preservation of Anonymity/Confidentiality**

10. By **5 March 2018** the Respondent is to set out to the Employment Tribunal with a copy to the Claimant at the same time, their suggestions for presenting the evidence in a way which preserves the anonymity of persons potentially concerned in relation to allegations of sexual assault and/or sexual misconduct.
11. The Tribunal is to consider the appropriate directions to be made in relation to these matters at the Open Preliminary Hearing. If the parties agree as to the way forward, in relation to anonymisation, they are to tell the Tribunal as soon as is practicable.

## REASONS

1. The above Orders were made in order to ensure the fair and expeditious determination of the claims and issues in this case. The parties agreed a list of issues which is attached.

Employment Judge C Hyde

19 March 2018