



EMPLOYMENT TRIBUNALS

Claimant: Miss L McGrath
Respondent: Solent Youth Services Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: Southampton (in public, by CVP) **On:** 27 July 2021
Before: Employment Judge Dawson

Appearances

For the claimant: Representing herself
For the respondent: Mr Curtis, counsel

JUDGMENT & ORDERS

1. The claimant's claims of unfair dismissal, breach of contract (wrongful dismissal) and in respect of holiday pay are dismissed on the grounds that they were presented out of time and the tribunal lacks jurisdiction to deal with them.
2. The claimant's claims of discrimination on the grounds of sex, victimisation and harassment were presented within such period as the tribunal thinks just and equitable from the date of the claimant's dismissal.
3. The claimant's application for permission to amend her claim form to add a claim of unfair dismissal pursuant to section 103A Employment Rights Act 1996 is dismissed on the basis that the tribunal lacks jurisdiction to consider it due to the date of presentation of that claim (to the extent that the claimant did not need to amend her claim form to bring such a claim because it was already pleaded, the claim is dismissed pursuant to paragraph 1 above).
4. The claimant's application for permission to amend her claim form to add a claim for a declaration that a Director's Service Agreement which she entered into with the respondent is void for misrepresentation (or avoidable) is dismissed on the grounds that the tribunal has no jurisdiction to consider the claim.
5. The respondent's application for a deposit order in respect of the claims of sex discrimination, harassment and victimisation is dismissed.
6. Case Management orders are given in the accompanying document.

Employment Judge Dawson
Date: 27 July 2021

Sent to the Parties: 06 August 2021

FOR THE TRIBUNAL OFFICE

Notes

Reasons

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.

CVP

The hearing was conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not appropriate in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so.