



EMPLOYMENT TRIBUNALS

Claimant: Ms K Richardson

Respondent: Commissioner of the City of London Police

OPEN PRELIMINARY HEARING

Heard at: London Central via CVP

On: 8 January 2024

Before: Employment Judge Nicolle

Representation

For the Claimant: in person

For the Respondent: Ms A Palmer of counsel

JUDGMENT

1. The Tribunal does not have jurisdiction to hear the claim of harassment related to sexual orientation pursuant to section 26 of the Equality Act 2010.
2. Further, and in the alternative to the above, the claim for religious discrimination in respect of an alleged harassing remark made by TDS Kitchener in respect to a Muslim colleague, would have been struck out under Rule 37 (1) (a) of the Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013 on the ground that it had no reasonable prospect of success.
3. The Tribunal does have jurisdiction to hear the claim under section 48 of the Employment Rights Act 1996 for a detriment arising on 7 January 2023 as a result of the Claimant's "Bad Apple" report in June 2021 pertaining to TDS Kitchener, and the contents of which she says she was required to repeat at his disciplinary hearing on 7 January 2023.
4. Oral reasons were given to the parties and either party is able to request written reasons within 14 days of this judgment being sent to them.

Employment Judge Nicolle

Dated: **8 January 2024**

Sent to the parties on:

11/01/2024

For the Tribunal Office