



EMPLOYMENT TRIBUNALS

Claimant: Mrs Cynthia Taylor

Respondents: (1) Stapleford Park Ltd
(2) Mr Rajesh Joshi

On: 20 February 2024

Before: Employment Judge Ahmed (sitting alone)

At: Leicester (by CVP)

Representation

Claimant: Ms Leslie Millin of counsel

Respondents: (1) Ms Sarah Clarke of counsel
(2) In person

JUDGMENT AT A PRELIMINARY HEARING

The decision of the Tribunal is that:

1. The Claim against the Second Respondent is dismissed upon withdrawal;
2. The Claimant's application to amend her claim to add complaints of victimisation, a failure to be accompanied under section 10 Employment Relations Act 1999 and a statement of particulars under sections 1(1) and 4(1) Employment Rights Act 1996 is withdrawn;
3. The remainder of the Claimant's application to amend her claim is allowed in part. By reference to the "Amended Particulars of Claim" document the Claimant has leave to amend her claim by the addition of the following paragraphs:

Constructive unfair dismissal

Paragraphs 49.1 - 49.18 inclusive;

Direct age discrimination

Paragraph 54.7 (insofar as it is not already pleaded)

Harassment (age)

Paragraphs 57.1, 57.6, 57.7 and 57.9

4. For the avoidance of doubt all other proposed amendments are refused.

Employment Judge Ahmed

Date: 21 February 2024

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

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/>