



EMPLOYMENT TRIBUNALS

Claimant Miss T Rusch

Respondent Astute Ltd

Heard at: Exeter (by video hearing) **On:** 6 April 2021

Before:
Employment Judge Goraj

Representation

The Claimant: in person

The Respondent: Miss M Kemp, solicitor

JUDGMENT AT A PRELIMINARY HEARING

The JUDGMENT of the tribunal is that: -

1. The claimant's complaint of discrimination because of religion or belief is dismissed upon withdrawal by the claimant.
2. The Tribunal does not have jurisdiction to entertain the claimant's complaints of race and sex discrimination as they were not presented within the statutory time limit and it is not just and equitable to extend time to allow them to proceed.
3. The respondent will, by consent and without admission of liability, pay to the claimant the sum of £362 within 14 days of the date of the hearing in full settlement of the claimant's monetary claims (for sick pay/commission).

Employment Judge Goraj

Date: 12 April 2021

Judgment sent to the Parties: 22 April 2021

FOR THE TRIBUNAL OFFICE

As reasons for the Judgment were announced orally at the Hearing written reasons shall not be provided unless they are requested by a party within 14 days of the sending of this Judgment to the parties.

Online publication of judgments and reasons

The Employment Tribunal (ET) is required to maintain a register of judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in anyway prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness