



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs K Rogers

**Respondent:** Carewatch Care Services Limited

**HELD AT:** Liverpool **ON:** 1 August 2017

**BEFORE:** Employment Judge T Vincent Ryan

## REPRESENTATION:

**Claimant:** Mr B Rogers, Husband

**Respondent:** Ms A Mulholland, Solicitor

# JUDGMENT

The judgment of the Tribunal is:

1. The claimant's above numbered claims are amalgamated as they have been duplicated and will henceforth proceed as numbered 2404338/2016. Without prejudice to the claims made under the latter claim number, claim number 3401024/2016 is dismissed.

2. On the respondent's application I find that the claimant has little reasonable prospect of succeeding with two of her six claims (being those numbered 2.4 and 2.5 in the Case Management Order dated 19 December 2016 sent to the parties on 4 January 2017), namely:

2.1 Her claims of direct race and disability discrimination and harassment related to the protected characteristics of race and disability in which she claims she was harassed and intimidated by email correspondence changing her shifts and making alterations to required availability for work;

2.2 Her claims of direct race and disability discrimination in which she alleges that whilst her formal grievance of 11 August 2016 was dealt with by the respondent, the respondent took no action against those named in the grievance by way of any sanction.

3. In the light of my judgment at 2 above a deposit order will be made in the sum of £250 in respect of each of those claims where I have found that the claimant has little reasonable prospect of success.

4. The respondent's application for deposit orders in respect of the claimant's remaining claims (claims numbered 2.1, 2.2, 2.3 and 2.6 in the Case Management Order of 19 December 2016 sent to the parties on 4 January 2017) is dismissed on the basis that I did not find that the claimant had little reasonable prospect of success.

Employment Judge T Vincent Ryan

Date: 01.08.17

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Note

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.