



EMPLOYMENT TRIBUNALS

Claimant

Mrs R Jaspal

Respondent

The Chief Constable of Hertfordshire
Constabulary

PRELIMINARY HEARING

Heard at Watford

On: 5 July 2017

Before Employment Judge Manley

Appearances

For the Claimant:

Mr P Susman QC, counsel

For the Respondent:

Mr J Arnold, counsel

JUDGMENT

1. The complaint of constructive unfair dismissal is dismissed on withdrawal.
2. I cannot find, at this stage, that the remaining complaint of direct race discrimination has no reasonable prospect of success and I do not strike it out.
3. I do find that the complaint of direct race discrimination has little reasonable prospect of success and a separate order is made that the claimant pay a deposit of £200 by 18 August 2017 as a condition of that complaint proceeding.

CASE MANAGEMENT SUMMARY

Listing the hearing

1. This matter was already listed for eight days between 4 to 13 December 2017. After discussion, it was agreed that the number of witnesses would be reduced to 2/3 for the claimant and 2/3 for the respondent and it could be reduced to five days. It is now listed between **Monday 4 to Friday 8 December 2017** at Watford Employment Tribunal, Radius House, Clarendon Road, Watford, WD17 1HP. The hearing will determine all matters including remedy if appropriate. It is expected that all oral and written evidence will be completed within the first three days,

leaving sufficient time for submissions, deliberations, the giving of judgment and remedy.

The complaints and issues

2. The claimant now pursues a complaint of direct race discrimination. There have been various drafts of the list of issues and an order is made below so that a final list can be agreed between the parties and approved by a judge.
3. I made the following case management orders for the hearing by consent.

ORDERS

Made pursuant to the Employment Tribunal Rules 2013

1. The parties will seek to agree a list of issues for the hearing and send it to the tribunal marked for the attention of the present judge by **15 September 2017**.
2. The claimant will send a statement of remedy claimed to the respondent and the tribunal by **15 September 2017**.
3. The parties will agree the contents of a joint bundle of documents and the respondent will prepare paginated bundles copied on both sides by **13 October 2017**.
4. The parties will exchange witness statements containing evidence relevant to the facts by **3 November 2017**.
5. The claimant will prepare, and seek to agree with the respondent, a short neutral chronology for use at the hearing.

CONSEQUENCES OF NON-COMPLIANCE

1. Failure to comply with an order for disclosure may result on summary conviction in a fine of up to £1,000 being imposed upon a person in default under s.7(4) of the Employment Tribunals Act 1996.
2. The Tribunal may also make a further order (an “unless order”) providing that unless it is complied with, the claim or, as the case may be, the response shall be struck out on the date of non-compliance without further consideration of the proceedings or the need to give notice or hold a preliminary hearing or a hearing.
3. An order may be varied or revoked upon application by a person affected by the order or by a judge on his/her own initiative.

Employment Judge Manley

Dated 5 July 2017

Sent to the parties on:

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For the Tribunal:

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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.