



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Charlton

**Respondent:** Crystal Clear International Ltd

**Heard at:** Liverpool

**On:** 29 February 2024

**Before:** Employment Judge Horne

## REPRESENTATION:

**Claimant:** Mr T Green, claimant's father

**Respondent:** Mrs K Skeaping, solicitor

**Palantypists:** Miss K Schober and Mrs J Petre

## JUDGMENT AT A PRELIMINARY HEARING

1. The claimant had an anxiety disability, which is to say that she had a disability within the meaning of section 6 of the Equality Act 2010 consisting of the effects of the mental impairment of anxiety.
2. Her anxiety disability began on 30 June 2022.
3. Before 30 June 2022, the claimant did not have an anxiety disability.
4. In paragraph 5 of this order, "the List of Issues" means the list of complaints and issues in the Annex to the case management order sent to the parties on 1 September 2023.
5. The following complaints of harassment in the List of Issues are struck out on the ground that they have no reasonable prospect of success:
  - a. Paragraph 6.1 to 6.6; and
  - b. Paragraph 6.8.
6. This judgment does **not** adversely affect the claimant's ability to pursue:
  - a. the complaints of harassment at paragraphs 6.7 and 6.9 of the List of Issues;

- b. the complaint of direct discrimination because of her hearing impairment disability; and
- c. the complaint of failure to make adjustments.

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Employment Judge Horne

29 February 2024

SENT TO THE PARTIES ON

12 March 2024

FOR THE TRIBUNAL OFFICE

Notes:

At the hearing the tribunal gave oral reasons for all the disputed decisions recorded in this judgment. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this order is sent to the parties.

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. You can access the Direction and the accompanying Guidance here:

[Practice Directions and Guidance for Employment Tribunals \(England and Wales\) - Courts and Tribunals Judiciary](#)