



EMPLOYMENT TRIBUNALS

Claimant: Ms M Nimmagadda Baby

Respondent: NewDay Cards Ltd

RECORD OF A PRELIMINARY HEARING

Heard at: (in public by video)

On: 10 August 2023

Before: Employment Judge Rostant

Appearances

For the claimant: In person

For the respondent: Ms I Ferber KC (of counsel)

JUDGMENT

1. The application to amend the claim of equal pay to name a new comparator is dismissed.
2. The claim of equal pay as set out in the claim form is struck out as having no reasonable prospect of success.
3. All claims of race discrimination are dismissed on withdrawal.
4. The claims of sex discrimination (7.1 to 7.6 inclusive and 7.10) are dismissed on withdrawal. For the avoidance of doubt those claims proceed but as claims of age discrimination only.
5. The respondent's application for a deposit order in relation to all the claims of sex, race and age discrimination is dismissed. For the avoidance of doubt, no decision was made in relation to any application for an order in relation to the victimisation claim.
6. The application to amend to include claim 7.12 is permitted insofar as it is a claim of sex discrimination.
7. The application to amend the claims of age discrimination to include complaints about the performance process (7.26.2) is dismissed.

8. Any claims of discrimination or victimisation not listed in the list drawn up by EJ Davies (as now modified by the foregoing judgments) are dismissed on withdrawal.

Date: 10th August 2023

Sent to the parties on:

Date: 18th August 2023

.....
For the Tribunal Office:

.....