



Reserved Judgment

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Ms F Grabe

The United Reformed Church

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

SITTING AT: London Central

ON: 13 March 2017

BEFORE: Employment Judge A M Snelson

On hearing the Claimant in person and Dr E Morgan, counsel, on behalf of the Respondents, it is adjudged that:

- (1) It was not reasonably practicable for the Claimant to present her claims under the Employment Rights Act 1996, the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994 and the Working Time Regulations 1998 within the primary limitation period of three months and they were presented within a further period which was reasonable. Accordingly, the Tribunal's jurisdiction is not excluded on time grounds.
- (2) For the purposes of the Claimant's claims under the Equality Act 2010, it is just and equitable to extend time for presentation of the claims by 40 days. Accordingly, any claim in respect of which time ran from the termination of the (alleged) employment, 8 June 2012, is not excluded from the Tribunal's jurisdiction on time grounds.
- (3) A Preliminary Hearing (Case Management) shall be held at 10.00 a.m. on 20 April 2017 with two hours allocated.

Employment Judge Snelson
7 April 2017