



EMPLOYMENT TRIBUNALS

Claimants: Mr T Coyle
Respondent: The Luton Masonic Hall Limited
Heard at: Cambridge Hearing Centre
On: 17 January 2019
Before: Employment Judge Foxwell

Representation

Claimant: Mr M Magee (Counsel)
Respondent: Mr D Bansal (Solicitor)

JUDGMENT

1. The time limit under section 123 of the Equality Act 2010 (as extended under the early conciliation provisions) for the Claimant's claim of discrimination on grounds of sexual orientation expired on 13 January 2018. The Claimant presented this claim to the Tribunal on 1 February 2018. It is not just and equitable to extend time for the presentation of the claim. Accordingly, the Tribunal has no jurisdiction to hear the claim and it is dismissed.
2. The primary time limit (as extended under the early conciliation provisions) for the Claimant's claims of unfair dismissal, public interest disclosure detriment or dismissal (if made at all), unlawful deduction from wages, breach of contract as to notice and for holiday pay expired on 13 January 2018. It was reasonably practicable for the Claimant to present these claims to the Tribunal within this time limit but he failed to do so (claims presented on 1 February 2018). Accordingly, the Tribunal has no jurisdiction to hear them and they are dismissed.

Employment Judge Foxwell 18.01.19

JUDGMENT SENT TO THE PARTIES ON

.....31.01.19.....

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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.