



EMPLOYMENT TRIBUNALS PUBLIC PRELIMINARY HEARING

Claimant: Mrs E Ward

Respondents: Asda Stores Limited

Heard at: Leeds **On:** 19 February 2018

Before:
Employment Judge JM Wade

Representation

Claimant: In person with Mr D Smith (support)
Respondent: Mr B Brown (solicitor)

JUDGMENT

1 It was not reasonably practicable for the claimant's Employment Rights Act 1996 complaints (unfair dismissal and deductions from wages), and complaints pursuant to the Disability Discrimination Act 1995 and Sex Discrimination Act 1975 to have been brought by 17 July 2009 (the primary limitation date).

2 I do not consider that a reasonable or just and equitable further period in which to present the complaints extends up to and including 19 September 2017 (when the claims were presented), weighing up all the factors but including the effect on the evidence of the delay such that I do not consider that it is possible to have a fair hearing of the issues.

3 The complaints are dismissed.

Employment Judge JM Wade

Date 19 February

2018

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.