



EMPLOYMENT TRIBUNALS

Claimant: Mr B Williams

Respondent: Alder Hey Children's NHS Foundation Trust

HELD AT: Liverpool **ON:** 16, 17 and 18 October 2019

BEFORE: Employment Judge Horne

MEMBERS: Mrs A Ramsden
Mr W K Partington

REPRESENTATION:

Claimant: Mrs R Williams, claimant's wife

Respondent: Mr P Loftus, solicitor

JUDGMENT

The unanimous judgment of the tribunal is as follows:

1. This paragraph relates to the claimant's 13 allegations of detriments allegedly occurring before 21 August 2018. The tribunal has no jurisdiction to consider these allegations. The claim was presented after the expiry of the statutory time limit. It was reasonably practicable to present the claim before the time limit expired and the claim was not presented within a further reasonable period.
2. This paragraph relates to the same 13 allegations of detriments **except** for the first allegation (so far as it concerned the alleged comment that the claimant would have to "deal with it") and the 7th allegation (suggesting part-time working). Had the tribunal jurisdiction to deal with these 11 allegations, the tribunal would have concluded that the respondent did not subject the claimant to any of the

alleged detriments on the ground that he had made a flexible working application or on the ground that he had proposed to make such an application.

3. This paragraph relates to the 4 allegations of detriments allegedly occurring after 21 August 2018. The respondent did not subject the claimant to any of the alleged detriments on the ground that he had made a flexible working application or on the ground that he had proposed to make such an application.
4. The claim is therefore dismissed.

Employment Judge Horne

18 October 2019

SENT TO THE PARTIES ON

29 October 2019

FOR THE TRIBUNAL OFFICE

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.