



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Edward Smith

**Respondent:** Hambleton Bard Limited

## PRELIMINARY HEARING

**Heard at:** Nottingham

**On:** 15 January 2020

**Before:** Employment Judge Jeram (sitting alone)

**Representation:**

**Claimant:** (No appearance)

**Respondent:** Mr Swanson (Consultant)

## JUDGMENT

1. The claim of disability discrimination was presented more than three months after the date of the last act to which the complaint relates, in circumstances where it is not just and equitable to extend time; the claim is dismissed.

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Employment Judge Jeram

Date: 15 January 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

