



EMPLOYMENT TRIBUNALS

Claimant: Mr L. May

Respondent: Q3 Academies Trust

Heard at: Birmingham

On: 26 February 2020

Before: Employment Judge Britton

Representation

Claimant: In person

Respondent: Ms. R. Owuso-Agyei, Counsel

JUDGMENT

1. The claims of direct sex discrimination, arrears of pay, and unauthorised deduction from wages are dismissed following withdrawal by the Claimant.
2. The claims of unfair dismissal, notice pay and holiday pay are dismissed because they were not presented in time despite it being reasonably practicable to do so and therefore the Tribunal does not have jurisdiction.
3. The discrimination and harassment claims are dismissed because they were not presented in time and it is not just and equitable to extend time.
4. The Respondent's application for costs is refused.

Employment Judge Britton

Date 3 March 2020

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.