



# THE EMPLOYMENT TRIBUNAL

---

**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE C HYDE (sitting alone)

**BETWEEN:**

Claimant MS ALISON HOWE

AND

Respondent

STORAL LEARNING LIMITED  
T/A ICKLE PICKLES DAY NURSERY LIMITED

**ON:** 3 February 2020

**APPEARANCES:**

For the Claimant: Mr M Arnold, Consultant

For the Respondent: Ms G Hirsch, Counsel

## PRELIMINARY HEARING JUDGMENT

The Judgment of the Employment Tribunal is that: -

1. The unfair dismissal complaint was dismissed as being out of time, and the Tribunal having no adequate grounds to extend time.
2. The Equality Act claims of sex discrimination and disability discrimination, were also dismissed on the basis that it was accepted that they were presented out of time but there were no adequate grounds to extend time in respect of them.

---

Employment Judge Hyde

Dated: 24 February 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.

Public access to Employment Tribunal Judgments

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.