



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Williamson

**Respondent:** Arnold Clarke Automobiles Limited

**Heard at:** Manchester (remotely by CVP)      **On:** 21 August 2020

**Before:** Employment Judge Phil Allen (sitting alone)

## Representation

Claimant: Mr M Pritchard, counsel

Respondent: Mr S Jones, solicitor

# JUDGMENT

1. The claimant's claims for discrimination arising from disability, indirect disability discrimination, and alleged breach of the duty to make reasonable adjustments, were brought in time and are able to proceed;
2. The claimant's claims for direct disability discrimination, harassment related to disability, and victimisation, were not brought within the period required by section 123 of the Equality Act 2010 and were not brought in such other period as the Employment Tribunal thinks just and equitable;
3. The claimant's claims for direct disability discrimination, harassment related to disability, and victimisation, are accordingly struck out as the Tribunal does not have jurisdiction to consider those claims; and
4. The claimant's claims for discrimination arising from disability, indirect disability discrimination and alleged breach of the duty to make reasonable adjustments, will proceed to be heard on 8<sup>th</sup> February 2021 (together with his claim for constructive unfair dismissal).

Employment Judge Phil Allen

21 August 2020

JUDGMENT SENT TO THE PARTIES ON

22 September 2020

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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