



EMPLOYMENT TRIBUNALS

Claimant: Mr D Wilkinson

Respondent: Liverpool University Hospitals NHS Foundation Trust

Heard at: Liverpool

On: 7 – 11 September
2020
(combination of
remote and in person
hearing)

Before: Employment Judge Buzzard
Ms H D Price
Mr W K Partington

REPRESENTATION:

Claimant: Mr Mensa, Counsel (for days 1 to 4)
In person (for day 5)

Respondent: Mr Williams, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's application that the respondents defence be struck out, made at the outset of the hearing was dismissed as not well founded.
2. The claimant's application that the respondents defence, insofar as it related to any assertion the claimant's claim was presented out of time, should be struck out, the application being made partway through the hearing was dismissed as not well founded.
3. The claimant's substantive claims of harassment contrary to the Equality Act 2010 are dismissed because they were presented out of time in circumstances where it would not be just and equitable to extend time.

4. The claimant's claims of direct disability discrimination, indirect disability discrimination and discrimination by failing to make reasonable adjustments are all dismissed as not well founded.

Employment Judge Buzzard
17 September 2020

JUDGMENT SENT TO THE PARTIES ON
25 September 2020

FOR THE TRIBUNAL OFFICE

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 decisions

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

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