



EMPLOYMENT TRIBUNALS

Claimant: Mrs Tracey Collier

Respondent: Red Kite Fostering Ltd

Heard at: Birmingham remotely by CVP video

On: 9 October 2020

Before: Employment Judge Battsby (sitting alone)

Representation

Claimant: Mr N Brockley, counsel

Respondent: Mr D Bloxham, solicitor

JUDGMENT

1. The claims made under the Employment Rights Act 1996 were presented out of time and the Tribunal does not have jurisdiction to hear them.
2. The claims made under the Equality Act 2010 (EQA) were presented outside the primary time limit calculated from 17 April 2019, but it is just and equitable to extend time, so as to allow them to proceed.
3. It remains open to the respondent to argue at the full hearing that all or any of actions of the respondent complained of under the EQA were not part of a course of conduct extending over a period ending when the claimant resigned her employment with effect on 17 April 2019, so that such complaints would be out of time, and this was agreed by the claimant.

Signed by: Employment Judge Battsby
Signed on: 9 October 2019

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.