



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss A Sharp

AND

Respondent

Noah's Ark Pre-School
(Southampton) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD BY VIDEO (VHS)

ON

24 March 2021

EMPLOYMENT JUDGE GRAY

Representation

For the Claimant: Daniel Piddington (Counsel)

For the Respondent: Nigel Henry (Professional Representative)

JUDGMENT

The judgment of the tribunal is that the Early Conciliation Certificate under reference R129924/20/16 is the applicable certificate for the purposes of these proceedings, and the Claimant's complaints of unfair dismissal and breach of contract were presented in time.

However, if that determination were incorrect, it is also determined that it was not reasonably practicable for the Claimant to issue her claim in time based on the Early Conciliation Certificate under reference R100259/20/57 as she believed that to be invalid, so her complaints of unfair dismissal and breach of contract were therefore presented within such further time as was reasonable based on Certificate reference R129924/20/16.

As to the detriment complaints, their time limit jurisdiction remains to be determined as no evidence was presented on why they are in time pursuant to section 48(3)(a) of the Employment Rights Act 1996, as asserted by the Claimant. This is therefore proportionately addressed as an issue to be determined at the final hearing after all relevant evidence has been heard.

Employment Judge Gray

Date: 24 March 2021

Judgment sent to the parties: 25 March 2021

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.