



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Beaumont

**Respondent:** Derwent Vehicles Ltd

**Heard at:** Leeds (via CVP)      **On:** 14<sup>th</sup> May 2021

**Before:** Employment Judge Eeley (sitting alone)

## Representation

Claimant: In person

Respondent: Mr T Doyle, solicitor

# JUDGMENT

1. The claimant's claims of unfair dismissal and automatically unfair dismissal were presented out of time. The Tribunal finds that it was reasonably practicable for the claimant to present the claim within the time limit (s111(2)(b) Employment Rights Act 1996) and therefore the claimant's claims of unfair dismissal are dismissed for lack of jurisdiction.
2. The claimant's claim of pregnancy/maternity discrimination contrary to section 18 of the Equality Act 2010 was also presented out of time. However, the Tribunal finds that it is just and equitable to extend the time limit and allow the discrimination claim to proceed to a final hearing(s123(1)(b) Equality Act 2010).

Employment Judge Eeley

Date 14<sup>th</sup> May 2021

JUDGMENT SENT TO THE PARTIES ON

17<sup>th</sup> May 2021