



EMPLOYMENT TRIBUNALS

Claimant: Mr P Bellis

Respondent: Appreciate Group Plc

HELD AT: Liverpool (by telephone) **ON:** 26 May 2021

BEFORE: Employment Judge Johnson

REPRESENTATION:

Claimant: In person

Respondent: Ms S Robertson (solicitor)

JUDGMENT

The judgment of the Tribunal is that:

1. The claim form which was presented to the Tribunal on 16 August 2020, was presented more than 3 months following the effective date of termination of the claimant on 26 March 2020, having taken into account the early conciliation period from 12 May 2020 to 5 June 2020.
2. It was reasonably practicable for the claimant to present the complaint of unfair dismissal within the 3-month period provided under section 111(2)(a) of the Employment Rights Act 1996 and time will not be extended in accordance with section 111(2)(b) of the Act.
3. This means that the complaint of unfair dismissal was presented out of time. As a consequence, the Tribunal does not have jurisdiction to hear it and the complaint of unfair dismissal is dismissed.
4. It was just and equitable to extend time for the presentation of the complaint of age discrimination in accordance with section 123(1)(b) of the Equality Act 2010.
5. This means that the complaint of age discrimination was presented in time on 16 August 2020 and the complaint can be accepted and allowed to proceed.

Employment Judge Johnson

Date: 26 May 2021

JUDGMENT SENT TO THE PARTIES ON

28 June 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.