



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Nicholls  
**First Respondent:** Darwin Group Limited  
**Second Respondent:** Mr Charles Pierce

## RECORD OF AN OPEN PRELIMINARY HEARING

**Heard at:** Birmingham Employment Tribunal by CVP  
**On:** 15 June 2021  
**Before:** Employment Judge Mark Butler (sitting alone)

### Appearances

For the claimant: Mr A Francis (Counsel)  
For both respondents: Mr S Gittins (Counsel)

## JUDGMENT

1. The judgment of the tribunal is that although the claims were brought outside the primary time limit contained within s.123 of the Equality Act 2010, it was considered just and equitable to extend time in the circumstances to give the tribunal jurisdiction to hear the claims.
2. The case will now proceed to a final hearing.

18 June 2021

**Employment Judge Mark Butler**