



EMPLOYMENT TRIBUNALS

Claimant

Ms Blossom Simon

Heard by CVP

Before: Employment Judge Manley

Representation

For the Claimant: Ms W Ansah-Twum, counsel

For the Respondent: Mr A Williams, solicitor

Respondent

Harpenden Mencap

On: 3 September 2021

PRELIMINARY HEARING JUDGMENT

- 1 The claim for unfair dismissal was presented out of time and the claimant has not shown that it was not reasonably practicable to have presented the claims in time.
- 2 Even if it had not been reasonably practicable to present the claims in time, the claimant has not presented them within such further period as was reasonable.
- 3 The claim for race discrimination was presented out of time and it is not just and equitable to extend time for that claim to be heard.
- 4 The tribunal has no jurisdiction to hear the claims and they are dismissed.

Employment Judge Manley
Dated : 3rd September 2021

Sent to the parties on:
21st September 2021
For the Secretary to the Tribunals
THY

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.