



EMPLOYMENT TRIBUNALS

Claimant: Mrs F. Kennedy

Respondent: Sewells Training and Consultancy Ltd

HELD BY: CVP **ON:** 8th – 11th November 2021

BEFORE: Employment Judge T. Vincent Ryan
Mr. C. Stephenson
Mr. F. Collier

REPRESENTATION:

Claimant: Mrs Kennedy represented herself with the assistance of Dr Kennedy.

Respondent: Mr K. McDevitt, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's claims of disability discrimination were presented out of time in circumstances when it would not be just and equitable to extend time to the date of presentation of her claims. The Tribunal has no jurisdiction to consider the claims; they are therefore dismissed.
2. If the Tribunal had jurisdiction, the claimant's claims of direct discrimination, discrimination arising from disability and a failure to make reasonable adjustments would have been dismissed as they are not well-founded and they would have failed. The Tribunal found, in the alternative to paragraph 1 above, that the respondent did not discriminate against the claimant as alleged in relation to, or because of, the protected characteristic of disability.

Employment Judge T.V. Ryan

Date: 11.11.21

JUDGMENT SENT TO THE PARTIES ON 12 November 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.