



EMPLOYMENT TRIBUNALS

Claimant: Miss Kate Evans

Respondent: Reading Borough Council

Heard at: Watford Hearing Centre (by cloud video platform)

On: 16 December 2021

Before: Employment Judge Tobin

Representation

Claimant: In person

Respondent: Ms C Urquhart (counsel)

JUDGMENT

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by a video hearing through HMCTS Cloud Video Platform. A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

The Judgment of the Employment Tribunal is that:

1. The claimant's claims of discrimination on the grounds of her disability and her sex have been presented outside of the time limit contained in s123 Equality Act 2010. Having considered the circumstances, it is not just and equitable to extend time for bringing these complaints.
2. The claimant's claims in respect of non-payment of wages and outstanding holiday pay and for other payments in breach of contract were presented outside the time limits contained in s23(4) Employment Rights Act 1996 and article 7 Employment Tribunals (Extension of Jurisdiction) (England & Wales) Order 1994. It was reasonably practicable for these claims to be presented within the appropriate time limits. In any event the claims were

not presented within such further period as the Tribunal considered reasonable.

3. The Employment Tribunal does not have jurisdiction to hear any of the complaints brought by the claimant on 2 November 2020. Proceedings are now dismissed.

Employment Judge Tobin
Date: 22 December 2021

Sent to the parties on:

19 January 2022
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.

Public access to employment tribunal decisions

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.