



EMPLOYMENT TRIBUNALS

Claimant: Ms C L Harris

Respondent: Care Today (Children's Services) Limited

Heard at: Manchester **On:** 5 April 2022

Before: Employment Judge Leach

Representation

Claimant: Mr Oti (Solicitor)

Respondent: Mr Proffitt (Counsel)

JUDGMENT – PRELIMINARY HEARING

1. The claimant's complaints of unfair dismissal (under Part X of the Employment Rights Act 1996 ("ERA")) and of being subjected to detriments (under section 44 ERA) were presented out of time. It was reasonably practicable for the complaints to have been presented in time and they are therefore dismissed.
2. The complaint of victimisation (contrary to section 27 Equality Act 2010 ("EqA")) is dismissed on withdrawal by the claimant.
3. Whilst the claimant presented her claim outside of the time limit set out in s123(1)(a) EqA her complaint about the alleged discrimination in May 2021 (the most recent alleged act of discrimination) was presented within the time limit at s123(1)(b) EqA.

Employment Judge Leach

Date: 8 April 2022

Case No: 2414143/21

JUDGMENT SENT TO THE PARTIES ON

26 April 2022

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FOR THE TRIBUNAL OFFICE

Notes

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

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.