



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Natasha Thomas-Brown

**Respondent:** Whittington Health NHS Trust

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

**On:** 25 April 2022

**Before:** Employment Judge Tobin

**Attendance**

Claimant: In person

Respondent: Mr M Sellwood (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 stood dismissed for non-compliance with the unless order of Employment Judge R Lewis of 21 December 2021, pursuant to rule 38 Employment Tribunals (Constitution & Rules of Procedure) Regulations 2013. It is not in the interests of justice to set aside this dismissal.
2. In any event, the claimant's claims of discrimination on the grounds of her age, pregnancy or maternity and disability 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. The Employment Tribunal does not have jurisdiction to hear the complaints brought by the claimant on 11 October 2020.

**3. Proceedings are now dismissed.**

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Employment Judge Tobin  
Dated: 25 April 2022  
JUDGMENT SENT TO THE PARTIES ON  
.....  
.....  
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.

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