



EMPLOYMENT TRIBUNALS

Claimant: Miss M Mansaray

Respondent: Peabody Trust

Heard at: London South **On:** 6 May 2022

Before: Employment Judge Khalil (sitting alone)

Appearances

For the claimant: in person

For the respondent: Mr Westwell, Counsel

JUDGMENT

The claims for unfair dismissal and for a statutory redundancy payment are dismissed as the Tribunal does not have jurisdiction to hear them because the claimant did not have 2 years qualifying service.

The respondent's application for the claims for associative discrimination and 'flexible working discrimination' to be struck out (for being out of time) fails. The Tribunal exercised its discretion to hear the claims out of time because it was just and equitable to do so under S.123 Equality Act 2010.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any 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.

Employment Judge Khalil

6 May 2022

Sent to the parties on:

For the Tribunal: