



EMPLOYMENT TRIBUNALS

Claimant: Mr A Kozels
Respondent: Ovo (S) Metering Ltd
Heard at: Cardiff, by video **On:** 21 July 2022
Before: Employment Judge R Harfield

Representation:

Claimant: Mr Veck (Counsel)
Respondent: Mr Cook (Counsel)

JUDGMENT

1. The Respondent's application to strike out the claim, or parts of the claim (or alternatively for a deposit order), on the basis it has no reasonable prospects of success/little reasonable prospects of success, due to time limit issues, is rejected.
2. I am satisfied the Claimant has a prima facie arguable case that there was a continuing act of discrimination throughout the time period in question. Whether, in fact, the events complained of were discriminatory, and whether, if so, they do in fact amount to a continuing course of discriminatory conduct to bring them within time (and, if not, whether to grant a just and equitable extension of time for any discriminatory acts ultimately found not to be part of such a course of conduct) is therefore a matters to be determined, on the evidence, at the final hearing. No substantive decisions in that regard have been made.

Employment Judge R Harfield

Dated: 21 July 2022

JUDGMENT SENT TO THE PARTIES ON 25 July 2022

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.