



EMPLOYMENT TRIBUNALS

Claimant: Mr R. Carpenter

Respondent: Football Association Limited

Heard at: Watford

On: 15 July 2022

Before: Employment Judge McNeill QC

Appearances

For the claimant: In person

For the respondent: Mr G. Molyneaux, Counsel

JUDGMENT – PRELIMINARY HEARING

- (1) The respondent having conceded that at the times material to his claim the claimant met the definition of disability in section 6 of the Equality Act 2010 by virtue of autism, that matter is no longer in dispute and no decision needs to be made by the Tribunal.
- (2) The claimant's claims for victimisation and disability-related harassment are dismissed on the basis that they were not brought within the time limits set out in section 123 of the Equality Act 2010 and it is not just and equitable to extend time in respect of those claims.
- (3) The claimant's claim that the respondent failed to comply with a duty to make reasonable adjustments in relation to his application for the A Licence course, made on 13 September 2019, was not brought within the time limits set out in section 123 of the Equality Act 2010. It is, however, just and equitable to extend time in relation to that claim to the date when the claim form was presented. That claim only is permitted to proceed and will be determined by a full tribunal.

Employment Judge McNeill QC

Dated: 17 July 2022

Sent to the parties on:

31 July 2022.....

For the Tribunal:

T Cadman.....

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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

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