



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms D Shields

**Respondent:** Quadiant Ltd

**Heard at:** East London Hearing Centre    **On:** 24 March 2022

**Before:** Employment Judge O'Brien

## **Representation**

**Claimant:** Mr N Smith of Counsel

**Respondent:** Mr S Cramsie of Counsel

# JUDGMENT ON PRELIMINARY ISSUE

1. The claimant's complaint of unfair dismissal was submitted outside the time limit prescribed in s111(2)(a) of the Employment Rights Act. I refuse to extend time under s111(2)(b) and dismiss the complaint.
2. The claimant's claim for damages for breach of contract was submitted outside the time limit prescribed in article 7(a) of the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994. I refuse to extend time under article 7(c) and dismiss the claim.
3. The claimant's complaints under the Equality Act 2010 were submitted outside the time limit prescribed in s123(1)(a). However, I extend time under s123(1)(b), for the most recent allegations (those pleaded in paragraphs 38, 39, 45 and 46 of the claimant's 'Rider to ET1') and any others with which they constitute an act extending over a period.
4. It being arguable that all of the claimant's complaints under the Equality Act 2010 are so related, I refuse to dismiss any of them today, without prejudice to any finding on the point at the final hearing.

Employment Judge **O'Brien**

24 March 2022