



EMPLOYMENT TRIBUNALS

Claimant: Miss A Williams

Respondent: Atradius CYC SA de Seguros Y Rease

Heard at: Remotely by video from Cardiff

On: 20 January 2022

Before: Employment Judge Russell

Representation

Claimant: In person

Respondent: Mr O James, Counsel

JUDGMENT

1. Paragraphs 36 to 44 (inclusive) of the Rider to the ET1 presented to the Employment Tribunal on 11 June 2020 should be struck out. Any evidence relating to matters contained in these paragraphs is inadmissible on the basis that this evidence relates to matters covered by 'without prejudice' privilege. The evidence is also inadmissible on the basis that it relates to pre-termination negotiations pursuant to section 111A of the Employment Rights Act 1996.
2. The complaint contained in the Claim relating to the issue of whether the Claimant could accrue, and subsequently take, flexi-time (the "flexi-time complaint") was presented outside the time limit contained in section 123(1)(a) of the Equality Act 2010.
3. It is just and equitable to extend time in relation to the flexi-time complaint. The complaint was therefore presented in accordance with section 123(1)(b) of the Equality Act 2010.
4. The Tribunal has jurisdiction to hear the flexi-time complaint.

Employment Judge Russell

Date 21 January 2022

JUDGMENT SENT TO THE PARTIES ON 27 January 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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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