



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr E P Briggs

**Respondents:** 1. Lancashire County Council  
2. The Governing Body of White Ash Primary School  
3. Governor Support Limited

**Heard at:** Manchester (by CVP)

**On:** 14 October 2022

**Before:** Employment Judge Leach (sitting alone)

## **Representatives**

For the claimant: Mrs Briggs (Claimant's Mother)

For the respondents: Mr K Ali (Counsel)

# JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is that:

1. The claimant's complaint of unfair dismissal was presented out of time. It was reasonably practicable for the complaint to have been presented in time and it is therefore dismissed.
2. The complaint of discrimination (protected characteristic of sex) was presented out of time. It is not just and equitable to allow an extension of time such that the complaint can proceed and it is therefore dismissed.
3. The remaining complaint against the first and second respondent ( failure to comply with duty to make adjustments under s20 and 21 Equality Act 2010) proceeds to a final hearing.
4. All complaints against the third respondent (Governor Support Limited) are dismissed following withdrawal by the claimant.

Employment Judge Leach

Date: 17 October 2022

JUDGMENT SENT TO THE PARTIES ON  
25 October 2022

FOR THE TRIBUNAL OFFICE

**Note**

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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