



EMPLOYMENT TRIBUNALS

Claimant: Mr G Price

Respondent: Phyllis Court Members Club Limited

By: CVP **On:** 6 October 2022

Before: Employment Judge Craft

Representation

Claimant: Mrs W Price-Hadley, Sister

Respondent: Miss L Hatch, Counsel

JUDGMENT **following Preliminary Hearing**

1. The Claimant did not make his claim of unfair dismissal within the time limit in sections 111 and 48 of the Employment Rights Act 1996 when it was reasonably practicable for him to have pursued his claim in time. The Tribunal has no jurisdiction to consider the claim and it is dismissed for that reason.
2. The Claimant's claims of disability discrimination and harassment relating to disability within the terms of sections 13, 15 and 26 of the Equality Act 2010 are dismissed because these claims were not made within the time limit in section 123 of the Act and it was not just and equitable taking account of all the circumstances to extend the time to enable their consideration. These claims have been dismissed for that reason.
3. The Claimant's claim that he suffered a detriment because he made protected disclosures within the terms of section 48 of the Employment Rights Act 1996 was not made in time when it was reasonably practicable for the Claimant to have submitted his claim in time. The claim is dismissed because the Tribunal has no jurisdiction to consider it for that reason.
4. The full Hearing of this case which was fixed to take place at Reading Employment Tribunal from 29 August to 1 September 2023 will now be vacated.

Employment Judge Craft

Date 11 October 2022

JUDGMENT SENT TO THE PARTIES ON

27 October 2022

Naren Gotecha

FOR THE TRIBUNAL OFFICE

Note

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.