



EMPLOYMENT TRIBUNALS

Claimant: Mrs W Treble

Respondents: (1) Royal Bank of Scotland
(2) National Westminster Bank plc

Heard at: Liverpool Employment Tribunal by CVP

On: 11 November 2022

Before: Employment Judge Cookson

Representation

For the claimant: Mr Millett (solicitor)

For the respondents: Mr Murphy (solicitor)

JUDGMENT

1. The claimant's claim for discrimination under s15 of the Equality Act 2022 and s20/21 in relation to the decision on 14 April 2021 to require her to relinquish her bank manager role and her further claim that the respondent failed to make a reasonable adjustment to its practice requiring a role to be relinquished for an employee to become entitled to disability insurance benefits, was not submitted within 3 months starting with the date of the alleged act of discrimination. However it was submitted within a further period that I find to be just and equitable in accordance with s123(1)(b) of the Equality Act 2010 so the tribunal has jurisdiction to consider these claims.
2. The claimant has also brought further claims that the respondent had failed in its duty to make reasonable adjustments, contrary to s20 and 21 of the Equality Act which were not submitted within 3 months starting with the date of the alleged act of discrimination. Whether the employment tribunal has jurisdiction to consider those claims will be determined at the final hearing.

Employment Judge Cookson
Date 11 November 2022

JUDGMENT SENT TO THE PARTIES ON
6 January 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Public access to employment tribunal decisions
Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.