



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss R Croot

**Respondent:** Home Office

**Heard at:** Cardiff (by CVP)                      **On:** 9 January 2023

**Before:** Employment Judge C Sharp  
(sitting alone)

**Representation:**

Claimant: In person

Respondent: Mr O James (Counsel)

## JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's claim of unauthorised deduction from wages are dismissed due to lack of jurisdiction on the basis that they were presented to the Tribunal outside of the statutory time limit under the Employment Rights Act 1996;
2. The Claimant's claims of disability discrimination (direct discrimination, failure to make reasonable adjustments and harassment, though harassment would require a successful amendment application to proceed) are dismissed due to lack of jurisdiction on the basis that they were presented to the Tribunal outside of the statutory time limit under s123 Equality Act 2010 and it is not just and equitable to extend time.

Employment Judge C Sharp

Dated: 9 January 2023

JUDGMENT SENT TO THE PARTIES ON 10 January 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.