



THE EMPLOYMENT TRIBUNALS

PUBLIC PRELIMINARY HEARING

BETWEEN

Claimant: Miss J Poole
Respondent: Arete Learning Trust

Heard at: Newcastle Hearing Centre (by CVP) **On:** 16 March 2023

Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: In person
Respondent: Miss C Millns of counsel

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

- 1) The claimant's complaint under Section 111 of the Employment Rights Act 1996 that she was unfairly dismissed by the respondent was not presented to the Employment Tribunal before the end of the period of three months beginning with the effective date of the termination of her employment as provided for in section 111(2) of that Act; and the Tribunal is satisfied that it would have been reasonably practicable for her complaint to have been presented before the end of that period.
- 2) In the circumstances, the Tribunal does not have jurisdiction to consider the claimant's complaint, which is dismissed.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 28 March 2023**

Notes**Remote hearing**

1. This was a remote hearing, which had not been objected to by the parties. It was conducted by way of the Cloud Video Platform as it was not practicable to convene a face-to-face hearing, no one had requested such a hearing and all the issues could be dealt with by video conference.

Reasons

2. Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

Public access to employment Tribunal decisions

3. 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.

