



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms A Hatchard

AND

**Respondent**  
Sodexo Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT SOUTHAMPTON  
(by video)

ON

27 March 2023

Before - EMPLOYMENT JUDGE GRAY

## Representation

For the Claimant: In person (assisted by her mother Sue Earle)

For the Respondent: Alex Francis (Counsel)

## JUDGMENT

The judgment of the tribunal is that the claim is dismissed, because:

1. The Claimant's complaints of constructive unfair dismissal and for holiday pay are out of time so that the Tribunal does not have jurisdiction to consider them, and they are therefore dismissed.
2. It is not just and equitable to extend time in respect of the complaints relating to disability discrimination. Those complaints are therefore also dismissed.

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Employment Judge Gray  
Date: 27 March 2023

Judgment sent to Parties on  
19<sup>th</sup> April 2023 by Miss J Hopes

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.