



EMPLOYMENT TRIBUNALS

Claimant
Mr G Davies

- V -

Respondent
The Commissioner of
Police of the Metropolis

Heard at: London Central (CVP)

On: 18-26 April 2023

Before: Employment Judge Baty
Mrs C Brayson
Ms J Marshall

Representation:

For the Claimant: In person
For the Respondent: Ms I Egan (counsel)

JUDGMENT

1. The claimant's complaint of unfair constructive dismissal (2204603/2022) is struck out as the tribunal does not have jurisdiction to hear it.

2. The claimant's complaints for a failure to make reasonable adjustments (which relate to the 2020 promotion process) and for indirect disability discrimination were presented out of time and it was not just and equitable to extend time. The tribunal does not therefore have jurisdiction to hear those complaints and they are therefore struck out. If the tribunal had had jurisdiction to hear those complaints, they would have failed.

3. The claimant's complaints for a failure to make reasonable adjustments (which relate to the 2021 promotion process), of victimisation and of direct disability discrimination all fail.

Case Numbers: 2201474/2021; 2204670/2021; 2200555/2022; 2204603/2022

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.

26 April 2023

Employment Judge Baty

Judgment sent to the parties on:

26/04/2023

For the Tribunal Office