



EMPLOYMENT TRIBUNALS

Claimant: Miss E Ward

Respondent: Pet Funeral Services Ltd

HELD AT/BY: Wrexham by CVP **on:** 24th – 28th April 2023

BEFORE: Employment Judge T. Vincent Ryan
Ms C Peel
Mrs M Humphries

REPRESENTATION:

Claimant: Miss Ward represented herself (a litigant in person)

Respondent: Ms L. Hatch, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's claims numbered 1, 18, and 22 in her schedule of claims before the Tribunal were dismissed upon withdrawal by the claimant.
2. The claimant resigned from her employment with the respondent. The effective date of termination of employment was 24th May 2021. The respondent did not dismiss the claimant and her claim of unfair constructive dismissal fails; it is dismissed.
3. All discrimination claims pre-dating 28th January 2021 were presented out of time in circumstances where it would not be just and equitable to extend time. The Tribunal does not have jurisdiction. The Tribunal went on to consider, alternatively, how it would have adjudged those claims and confirms below how it would have decided if it had jurisdiction, or if it is in error on the time issue.
4. The claimant's claim of harassment in relation to the protected characteristic of sex fails and is dismissed.
5. The claimant's claims of harassment in relation to the protected characteristic of disability fail and are dismissed.

6. The claimant is a disabled person for the purpose of these proceedings by reason of mental impairments.

Employment Judge T.V. Ryan

Date: 28 April 2023

JUDGMENT SENT TO THE PARTIES ON 2 May 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.