



EMPLOYMENT TRIBUNALS

Claimant Andrew Hemings

Respondent 1. Charles Wares Classic Car Sales and Hire Ltd
2. Gareth Hamer
3. Kenneth Devoy

Heard at: Bristol (by video)

On: 18 April 2023

Before: Employment Judge Hogarth

Appearances

For the claimant: Mr Connor (lay representative) and Mr Hemings in person

For the respondent: Mr Maratos (consultant)

JUDGMENT

1. The Tribunal has jurisdiction to hear the claim for unfair dismissal under section 111(2)(b) of the Employment Rights Act 1996. It was not reasonably practicable for the claimant to present the claim within the time period allowed by section 111(2)(a) (as extended by section 207B) of that Act and he presented it within a further period that the Tribunal considers reasonable.
2. The Tribunal has jurisdiction to hear the claims for direct age discrimination and direct sex discrimination under section 123(1)(b) of the Equality Act 2010. The claims were not presented within the time period allowed by section 123(1)(a) (as extended by section 140B) of that Act but were presented within a period the Tribunal thinks just and equitable.

Employment Judge Hogarth

Dated: 18 April 2023

Sent to the parties on: 11 May 2023

For the Tribunal Office:

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.