



EMPLOYMENT TRIBUNALS

Claimant: Mr N Coleman

Respondent: Midland Metro Ltd

Heard at: Birmingham (via CVP)

On: 19 May 2023

Before: Employment Judge Edmonds

Representation

Claimant: In person

Respondent: Ms Quigley, counsel

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was CVP (V). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

JUDGMENT

1. The claimant was a disabled person within the meaning of the Equality Act 2010 at the relevant time.
2. The claimant's claim for unfair dismissal is dismissed on the basis that it was not presented to the Employment Tribunal in accordance with the time limits set out in section 111 of the Employment Rights Act 1996, and it would have been reasonably practicable for him to have done so.
3. The claimant's claim for disability discrimination is dismissed on the basis that it was not presented to the Employment Tribunal in accordance with the time limits set out in section 123 of the Equality Act 2010 and it was not brought within such other period as the Employment Tribunal thinks just and equitable.

Employment Judge Edmonds

Date 19 May 2023

Notes

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.

Public access to employment tribunal decisions

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.