



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr J Roberts

**Respondent:** Leonard Cheshire Disability

Heard at: Bristol On: Thursday 4<sup>th</sup> May 2023

Before: Employment Judge A Frazer

## Appearances

For the Claimant: Ms A Calloway (Lay representative)

For the Respondent: Ms C Urquhart (Counsel)

## JUDGMENT

1. The Claimant's claim for unfair dismissal is dismissed because it was presented outside of the three months' time limit in s.111(2) ERA 1996 and it was found to have been reasonably practicable for the Claimant to have presented his claim in time.
2. The Claimant's claims for discrimination arising from disability and a failure to make reasonable adjustments shall proceed on the basis that while it was found that they had been presented outside of the three months' time limit in s.123 Equality Act 2010 it was found to be just and equitable to extend time for presentation.

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Employment Judge A Frazer  
Date:04 May 2023

Judgment sent to the parties on 22 May 2023

For the Tribunal Office