



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

MRS G WILLIAMS

V

GOWER COLLEGE SWANSEA

HELD AT SWANSEA CJC ON: 5, 6 & 7 JUNE 2023

BEFORE: EMPLOYMENT JUDGE S POVEY
MS Y NEVES
MRS J BEARD

REPRESENTATION:

FOR THE CLAIMANT:

IN PERSON

FOR THE RESPONDENT:

MS BREWIS (COUNSEL)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The claim of constructive unfair dismissal is not made out and is dismissed.
2. The claim of discriminatory constructive unfair dismissal is not made out and is dismissed.
3. The claim of direct discrimination was brought out of time and it was not just and equitable to extend time. As such, the Tribunal has no jurisdiction to consider it and it is struck out.
4. In the alternative, the claim of direct discrimination is not made out and is dismissed.
5. The claim of breaches of the duty to make reasonable adjustments is not made out and is dismissed.
6. The claim of harassment by reason of disability is not made out and is dismissed.

EMPLOYMENT JUDGE S POVEY

Dated: 12 June 2023

Order posted to the parties on 13 June 2023

For Secretary of the Tribunals Mr N Roche