



EMPLOYMENT TRIBUNALS

Claimant: Amy Bowers

Respondent: Creche-n-Co Limited

Heard at: Manchester

On: 20 June 2023

Before: Employment Judge Warren

REPRESENTATION:

Claimant: Mr T Wood, Counsel

Respondent: Mr Devlin, Counsel

JUDGMENT ON PRELIMINARY HEARING

The judgment of the Tribunal is that:

1. The Tribunal does not have jurisdiction to hear claims of unfair dismissal (section 94 Employment Rights Act 1996), automatic unfair dismissal for reasons connected with pregnancy (sections 99(1) and 99 (3)(a) Employment Rights Act 1996), and failure to provide a written statement of employment particulars (section 1 and 11 Employment Rights Act 1996). The claims were brought out of time, and it was reasonably practicable for them to be presented in time
2. Claims of sex or pregnancy discrimination (section 13 Equality Act 2010) and pregnancy discrimination (section 18 Equality Act 2010) were presented out of time but it has been found to be just and equitable to extend time such that the Tribunal has jurisdiction to hear these claims.

Employment Judge Warren
Date: 5 July 2023

JUDGMENT SENT TO THE PARTIES ON
13 July 2023

FOR THE TRIBUNAL OFFICE

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 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.