



## EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Jackson

**Respondent:** North Warwickshire and South Leicestershire College

**Heard at:** Birmingham (By Cloud Video Platform)

**On:** 6 July 2023

**Before:** Employment Judge V. Jones

### Representation

**Claimant:** in person

**Respondent:** Mr S Gittins, counsel

## JUDGMENT AT AN OPEN PRELIMINARY HEARING

1. The claimant's claims of direct race discrimination, contrary to section 13 of the Equality Act 2010 ("the Act"), were presented after expiry of the time limit contained in section 123(1)(a) of the Act it is not just and equitable to extend time under section 123(1)(b). The tribunal thus has no jurisdiction to hear those claims and they are struck out.
2. The claimant's claims that she was treated less favourably, contrary to regulation 3 of the Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, were presented after expiry of the time limit contained in regulation 7(2) of those regulations and it is not just and equitable to extend time under regulation 7(3). The tribunal thus has no jurisdiction to hear those claims and they are struck out.

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Employment Judge V. Jones

Date: 13 July 2023

### Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.