



EMPLOYMENT TRIBUNALS

Claimant: Mr T Paddy

Respondents: (1) Haggerston School
(2) London Borough of Hackney

Heard at: East London Hearing Centre

On: 16, 17, 18 & 23 May 2023
& 11, 12, 13, 14 and 17 July 2023
(13, 14 and 17 (am only) in chambers)

Before: Employment Judge B Beyzade
Mrs G McLaughlin, Tribunal Member
Mr M L Wood, Tribunal Member

Representation

For the Claimant: In person
For the Respondents: Mr M Salter, Counsel
(Ms A George-Elliott, Legal Executive – 17 July 2023)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous Judgment of the tribunal is that:

1. The claimant's complaint of constructive unfair dismissal is well founded, and it succeeds.
2. The claimant's complaint of direct sex discrimination set out at paragraph 4.1 (9) of the agreed List of Issues is not well founded, and it is hereby dismissed.

3. The claimant's complaint of direct sex discrimination set out at paragraph 4.1 (1)-(8) of the agreed List of Issues was presented outside the time limit set out in s 123(1)(a) of the Equality 2010, and it was not just and equitable to extend time pursuant to section 123(1)(b) of the Equality Act 2010 and it is hereby dismissed.
4. The claimant's complaint of unauthorised deductions from wages was presented outside the time limit set out in section 23(2) of the Employment Rights Act 1996, the Tribunal declines to extend the time limit pursuant to section 23(4) of the Employment Rights Act 1996 on the basis that it was reasonably practicable for the claimant to present his complaint before the end of the relevant period of three months, and it is hereby dismissed
5. A Remedy Hearing is listed to take place on **09 October 2023 at 10.00am for 1 day before Employment Judge Beyzade, Mrs G McLaughlin and Mr M L Wood** to investigate and determine the issues relating to remedy in relation to the claimant's constructive unfair dismissal claim. The Remedy Hearing will take place **at the East London Tribunal Centre at the 2nd Floor, Import Building, 2 Clove Crescent, London, E14 2BE.** You must attend by not later than 09.30am.

**Employment Judge B Beyzade
Dated: 18 July 2023**