



EMPLOYMENT TRIBUNALS

Claimant:
IWS

v

Respondent:
HEC Limited

Heard at: Reading

On: 30 June 2023

Before: Employment Judge Hawksworth

Appearances

For the Claimant: represented herself (by video)

For the Respondent: Finance Director (present at the tribunal)

JUDGMENT

1. It was not reasonably practicable for the claimant to start her claim before the end of the period of three months from the termination of her employment. Her claim was started within a further reasonable period. This means the complaint of unfair dismissal can proceed, under section 111(2)(b) of the Employment Rights Act 1996.
2. The claim was started within a period that the tribunal thinks is just and equitable under section 123(2)(b) of the Equality Act 2010. This means that the complaints of disability discrimination can proceed.
3. The claimant's claim can therefore proceed to a final hearing. Case management orders for that hearing are being sent separately.

Employment Judge Hawksworth

Date: 3 July 2023

Sent to the parties on: 22/8/2023 .

N Gotecha
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:

All 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.