



EMPLOYMENT TRIBUNALS

Claimant: Mr Ben Ellis

Respondent: UK Mission Enterprise Limited

Heard at: Reading Employment Tribunal (by CVP)

On: 27 July 2023

Before: Employment Judge Hutchings

Representation

Claimant: in person

Respondent: Mr Soanes (solicitor)

JUDGMENT

1. The claimant's claim of unfair dismissal (constructive dismissal) is dismissed as having been presented out of time. The claim was presented after the expiry of the statutory time limit set out in section 111 (2) and (2A) of the Employment Rights Act 1996. That time limit cannot be extended because it was reasonably practicable for the claimant to present his claim within the time limit.
2. The claimant's complaint of disability discrimination proceeds.

Employment Judge Hutchings

27 July 2023

JUDGMENT SENT TO THE PARTIES ON

13 September 2023

FOR THE TRIBUNAL OFFICE

Notes

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.