



EMPLOYMENT TRIBUNALS

Claimant: Cameron Bennett
Respondent: Equans Services Limited
Heard at: East London Hearing Centre (via CVP)
On: 22nd August 2023
Before: Tribunal Judge S Iqbal acting as an Employment Judge

Representation

For the Claimant: Mrs Carmen Bennett (Grandmother of the Claimant)

For the Respondent: Mr S Liberadzki, Counsel

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.

PRELIMINARY HEARING JUDGMENT

- (i) The Respondent's application to strike out the unfair dismissal or alternatively make a deposit order, under rule 37 on the basis that it had no reasonable prospect of success is refused
- (ii) The claims of disability discrimination and failure to make reasonable adjustments taken at their highest may be considered as part of acts or failures which led to the final act of resignation on the 15th September 2021. It is open to the Tribunal to revisit this aspect at the final hearing if it concludes otherwise.
- (iii) The Respondent's application to strike out the disability claim and failure to make reasonable adjustments claim or alternatively make a deposit order under rule 37 on the basis that it had no reasonable prospect of success is refused.

- (iv) The claimant's claims of direct age 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 just and equitable to extend time under section 123(1)(b). The Tribunal therefore has jurisdiction to hear those claims.

**Tribunal Judge S Iqbal acting as an
Employment Judge
Dated: 22nd August 2023**