



EMPLOYMENT TRIBUNALS

Claimant: Mr C Robinson

Respondent: British Telecommunications plc

HELD AT: Newcastle Employment Tribunal **ON:** 4, 5, 6 & 7 September 2023

BEFORE: EJ McCluskey, Mr S Wykes & Mr M Gallagher

REPRESENTATION:

Claimant: In person

Respondent: Represented by Mr R Dunn, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of unfair dismissal is well founded and succeeds. A separate remedies hearing will be listed by the Tribunal.
2. The complaint of discrimination arising from disability in so far as it relates to the allegation in September 2021 is out of time, it is not just and equitable to extend time and there is no jurisdiction to hear it.
3. The complaints of discrimination arising from disability in so far as they relate to the allegations in January 2022 and August 2022 form part of a continuing course of conduct and there is jurisdiction to hear them, however they are not well founded and are therefore dismissed.
4. The complaints of failure to make reasonable adjustments are not well founded and they are therefore dismissed.

5. The complaints of harassment related to disability are out of time, it is not just and equitable to extend time and they are therefore dismissed.

Employment Judge McCluskey

Date: 7 September 2023