



EMPLOYMENT TRIBUNALS

Claimant: C. Davies

Respondent: Birmingham City Council

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham via CVP **On:** 16 – 20 October 2023

Before: Employment Judge **Algazy KC**

Panel: **Mr J. Wagstaffe**
Mr J. Kelly

Appearances

For the claimant: **In person**

For the respondent: **Mr C Baran - Counsel**

JUDGMENT

The Unanimous judgment of the tribunal is that:

1. The Tribunal does not have jurisdiction to hear any claims for that pre-date 29 March 2022 as they are out of time and it is not just and equitable to extend time in respect of such claims.
2. The claims for disability related discrimination are unfounded and are dismissed.
3. The claims for failing to make reasonable adjustments are unfounded and are dismissed.
4. The claims for harassment related to disability are unfounded and are dismissed.
5. The claims for victimisation for having done a protected act are unfounded and are dismissed.

Oral reasons having been given, the parties are reminded of Rule 62(3) of Schedule 1 of the 2013 Rules regarding written reasons not being produced unless requested and/or subsequently requested in accordance with Rule 62(3).

**Employment Judge J Algazy KC
20 October 2023**