



EMPLOYMENT TRIBUNALS

Claimant: Mr A Waters

Respondent: Sky UK Limited

Heard at: London South, by video

On: 9 October 2023

Before: Employment Judge G Cawthray

Representation

Claimant: In person, not legally qualified

Respondent: Ms Winfield, Paralegal
Mr Randeep Multani, Observer

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The complaint of constructive unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of constructive unfair dismissal is therefore dismissed.
2. The complaints of sex and sexual orientation discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.

Employment Judge G Cawthray

Date 9 October 2023

JUDGMENT SENT TO THE PARTIES ON

26 October 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.