



EMPLOYMENT TRIBUNALS

Claimant: Ms B Hamill

Respondent: The Governing Body of Heronsbridge School

Heard at: **By video** **On:** **1 December 2023**

Before: Employment Judge S Moore

Representation

Claimant: In person

Respondent: Mr Kennedy, Counsel

JUDGMENT

1. The complaint of unfair dismissal contrary to section 94 Employment Rights Act 1996 was not presented within the applicable time limit, but it was not reasonably practicable to do so. The complaint was presented within a further reasonable period and will therefore proceed.
2. The complaint of discrimination arising from disability contrary to section 15 Equality Act 2010 was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The complaint will therefore proceed.

Employment Judge S Moore

Date: 1 December 2023

JUDGMENT SENT TO THE PARTIES ON 6 December 2023
FOR THE TRIBUNAL OFFICE Mr N Roche

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/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practicedirections/>

10.2 Judgment - rule 61
February 2018