



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Hughes

**Respondent:** Avanti HYLAS 2 Limited

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Exeter (By CVP)      **On:** 22 September 2023

**Before:** Employment Judge Self

### Appearances

For the Claimants: Mr M Hughes - In Person

For the Respondent: Mr I McGlashan - Consultant

## JUDGMENT

1. Upon the Claim of Unfair Dismissal being lodged outside of the statutory time limit set out at section 111 of the Employment Rights Act 1996, and upon it having been reasonably practicable for the Claimant to have presented his Claim within the statutory time limit, the Tribunal does not have jurisdiction to consider the Claim and the Claim is dismissed.
2. Upon the Claims of Age and Disability Discrimination being lodged outside of the statutory time limit set out at section 123 of the Equality Act 2010, and upon it not being just and equitable for time to be extended, the Tribunal does not have jurisdiction to consider the Claims and the Claims are dismissed.

**Case Number 6000007/2023**

**Employment Judge Self  
Dated: 5 December 2023**

Sent to the parties on: 21 December 2023

For the Tribunal Office: