



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Proctor  
**Respondent:** HSBC UK Bank Plc  
**Heard:** in public via Cloud Video Platform  
**On:** 7 February 2024  
**Before:** Employment Judge Ayre, sitting alone

## Representation

**Claimant:** In person  
**Respondent:** Ms T Barsam, counsel

# JUDGMENT AT PRELIMINARY HEARING

1. There is no reasonable prospect of the claimant establishing that the claims for disability related harassment and for failure to make reasonable adjustments are in time.
2. It would not be just and equitable to extend time in relation to those claims.
3. The claims for disability related harassment and for failure to make reasonable adjustments are therefore struck out as they have no reasonable prospect of success.

Employment Judge Ayre

Date: 7 February 2024