



EMPLOYMENT TRIBUNALS

Heard at: London South (by CVP) **On:** 18 April 2024

Claimant: Mrs A Andrews

Respondent: Diversity House Limited

Before: Employment Judge Ramsden

Representation:

Claimant Mrs J Gray, a friend and lay representative.

Respondent Mrs Fairclough-Haynes, consultant

JUDGMENT ON A PRELIMINARY ISSUE

1. It is not just and equitable to extend time for submitting the Claimant's complaints of direct age discrimination until 22 May 2023, and so the Tribunal does not have jurisdiction to hear those complaints.
2. It was reasonably practicable for the Claimant to bring the claims for unlawful deduction from wages, and for failure to pay her for accrued but untaken holiday pay, on or before 12 January 2023. The Claimant's claim was filed after this time, and so the Tribunal does not have jurisdiction to hear those complaints.
3. Consequently, each of the Claimant's complaints was brought out of time and is dismissed.
4. The hearing listed to commence on 11 September 2024 is vacated.

Employment Judge Ramsden

Date 18 April 2024