



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Russell

Respondent: Student Loans Company

HELD AT: Middlesbrough

ON: 26, 27, 28, 29
February, 1 March,
4 and 5 March (in
chambers) and 27
March 2024 (by
video)

BEFORE: Employment Judge Aspden
Mrs C Hunter
Ms E Wiles

REPRESENTATION:

Claimant: In person

Respondent: Ms Jenkins, solicitor

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The following complaints made under the Equality Act 2010 are struck out because the tribunal does not have jurisdiction to determine them as they were brought outside the time limits in section 123 of the Equality Act 2010:
 - a. The complaint about the respondent refusing to let the Claimant work from her personal office.
 - b. The complaint alleging that the respondent refused to allow or secure an Occupational Report for the Claimant on or about 8 February 2022.
 - c. The complaint that the respondent intrusively questioned the Claimant on 8 March 2022.

2. None of the claimant's other complaints are well founded. The complaints are dismissed.

Employment Judge Aspden

Date 26 April 2024

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.

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-practice-directions/>