



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Miss B Cross

v

Carlton Packaging LLP

**Heard at:** Bury St Edmunds

**On:** 20, 21, 22, 23, 24 May 2024

**Before:** Employment Judge K J Palmer

**Members:** Mrs B Handley-Howorth and Mrs Sarah Allen

Representation

For the Claimant: In person

For the Respondent Miss A Rumble (Counsel)

## JUDGMENT

Pursuant to Preliminary Hearing issues.

It is the unanimous judgment of this Tribunal as follows:

1. The Claimant is not a disabled person for the purposes of section 6 of the Equality Act 2010. The Claimant claims in disability discrimination fail and are dismissed.
2. The following claims advanced by the Claimant and set out in the Case Management Summary of EJ Shields are out of time under section 123 of the Equality Act 2010. The Tribunal does not extend its discretion to validate those claims. They are therefore struck out:

The claims at:

4.2.1

4.2.2

4.2.3

4.2.4

4.2.5

5.1.1

5.1.2

5.1.3

5.1.4

5.1.5

6.4.1

6.4.2

The whole of 7.

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Employment Judge K J Palmer

Date: 11 June 2024

Sent to the parties on: 4 July 2024

For the Tribunal Office

Note:

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.

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**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 is likely to be payable in most but not all circumstances. 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/>