



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

LIAM NICHOLS
AND

NATIONAL HIGHWAYS LIMITED

Respondent

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD at Southampton (by CVP)

ON

5 October 2023

EMPLOYMENT JUDGE H Lumby

Representation

For the Claimant: In person

For the Respondent: Elizabeth Hodgetts, counsel

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim for breach of contract was not presented within the applicable time limit. It was reasonably practicable to do so. The claim for breach of contract is therefore dismissed
2. The claims for discrimination on the grounds of age (being claims for direct discrimination, indirect discrimination and harassment) were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.

Employment Judge H Lumby
Dated: 6 October 2023

Judgment sent to Parties on 24 October 2023

For the Tribunal Office

Note: Reasons for the decision were given orally at the hearing. The claimant has requested written reasons for the judgment of the Tribunal in relation to the age discrimination claims and these will be provided. Written reasons for the judgment of the Tribunal in relation to the breach of contract claim will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.