



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Robert Innes

**Respondent:** Orbis Education and Care Limited

**Heard at:** Haverfordwest **On:** 19 August 2024

**Before:** Employment Judge S Jenkins

## Representation

Claimant: In person

Respondent: Ms N Webber (Counsel)

# JUDGMENT

1. The Claimant's claim was not brought within the period of three months beginning with the date of the act to which the complaint relates, but it was brought within another period considered to be just and equitable.
2. The Claimant was disabled, at the relevant times, for the purposes of section 6 of the Equality Act 2010.
3. The Claimant's claim is therefore permitted to proceed to a final hearing.

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Employment Judge S Jenkins

Date: 20 August 2024

JUDGMENT SENT TO THE PARTIES ON 21 August 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

## 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**

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