



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Musau Toms

Respondent: Ultracell (UK) Limited

Heard at: Manchester (by CVP)

On: 1 November 2024

Before: Employment Judge K M Ross

REPRESENTATION:

Claimant: Mr Kiska, Litigation Assistant

Respondent: Mr Overs, Litigation Consultant

JUDGMENT

The judgment of the Tribunal is that:

1. The last act of discrimination occurred on 30 October 2023. The claim was presented outside the time limit in section 123 Equality Act 2010.
2. I determined it was just and equitable to extend the time limit as permitted by section 123(b) Equality Act 2010, and accordingly the Tribunal has jurisdiction to hear the claimant's claims.

Employment Judge K M Ross

Date: 1.11.2024

JUDGMENT SENT TO THE PARTIES ON
8 November 2024

FOR THE TRIBUNAL OFFICE

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/>