



EMPLOYMENT TRIBUNALS

Claimant: Mr A Smith

Respondent: Brighton & Hove City Council

Heard at: London South Employment Tribunal

On: 2, 3, 4, December 2024 and 8 January 2025

Before: Employment Judge Taylor
Ms L Gledhill
Ms M Foster-Norman

Representation

Claimant: In person (accompanied by Mr Seb Frost, friend)
Respondent: Mr C Ilangaratne, Counsel

Judgment

1. The complaints of discrimination arising from disability (Equality Act 2010 section 15), indirect discrimination (Equality Act 2010 section 19), failure to make reasonable adjustments (Equality Act 2010 sections 20 & 21) and harassment related to disability (Equality Act 2010 section) were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.
2. The claim of victimisation (Equality Act 2010 section 27) was presented within the applicable time limit.
3. The complaint of victimisation (Equality Act 2010 section 27) does not succeed and is dismissed.

Employment Judge Taylor

Date: **January 8, 2025**

JUDGMENT SENT TO THE PARTIES ON
January 14, 2025

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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/>