



EMPLOYMENT TRIBUNALS

Claimant: Mr Brian Sidell
Respondent: Surrey County Council
Heard at: London South (by video) **On:** 5 February 2025
Before: Employment Judge N Wilson

Appearances

For the claimant: Mr Elliott Stenson (counsel)
For the respondent: Mr Peter Doughty (counsel)

JUDGMENT

1. The complaints of constructive unfair dismissal under the Employment Rights Act 1996 and Wrongful Dismissal (notice pay) were not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal and wrongful dismissal are therefore dismissed.
2. The complaints of failure to make reasonable adjustments, harassment relating to disability and direct discrimination on the grounds of sex under the Equality Act 2010 were presented out of time. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
3. There being no surviving claims this Judgment brings the claimant's claim to an end.

Employment Judge N Wilson
Dated: 5 February 2025

Sent to the parties on
Date: 10 February 2025

Public access to employment tribunal decisions

This decision was explained orally to the parties at the hearing.
All judgments and written reasons for the judgments (if provided) are published in full,

online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Under rule 60 (4) written reasons will not be provided unless they are asked for by any party at the Hearing itself or by a written request presented by any party within 14 days of the sending of the written record of the decision.