



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms V Preston

**Respondent:** Sapcote Parish Council

**Heard at:** Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE  
By video link

**On:** 25 February 2025

**Before:** Employment Judge Adkinson sitting alone

## **Appearances**

**For the claimant:** In person

**For the respondent:** Mr L Requena, Chair of the Parish Council

## **JUDGMENT**

UPON hearing evidence from the claimant

AND UPON hearing the submissions from each party

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The claimant's claim for unfair dismissal was not presented in time. It was reasonably practicable to have presented in time. The Tribunal does not have jurisdiction to hear and determine it. Therefore it is dismissed.
2. The claimant's claims for sex discrimination and disability discrimination were not presented in time. However it is just and equitable to extend time for their presentation. The Tribunal therefore extends time. They will proceed in the normal way.
3. The claimant was at all material times disabled because of a physical or mental impairment the effect of which were that
  - 3.1. she was unable to process information set out in long emails,
  - 3.2. she found unfamiliar situations overwhelming,
  - 3.3. she struggled with unplanned social interactions, and
  - 3.4. she struggled with sensory perceptions.

Approved by the Judge

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Employment Judge Adkinson

Date: 25 February 2025

JUDGMENT SENT TO THE PARTIES ON

.....25 February 2025.....

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FOR THE TRIBUNAL OFFICE

**Notes**

Reasons for the judgment or order 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**

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

**Appeals**

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

**Recordings**

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.