



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case No: 8000749/2024

Heard via CVP on 24 February 2025

Employment Judge: N Buzzard

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Mr M Harvey

**Claimant:
Representing himself**

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The Scottish Ministers

**Respondent:
Represented by
Miss Campbell
(Solicitor)**

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JUDGMENT

The claimant has no reasonable prospect of establishing:

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- a. that alleged discriminatory acts prior to February 2024 were part of a course of conduct over a period that ended after 22 February 2024; or
- b. that it is just and equitable to extend the time limit for bringing complaints of discrimination in relation to those acts.

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The complaints of discrimination in relation to those acts are therefore struck out under Employment Tribunal Rule 38(1)(a). For the avoidance of any doubt, this judgment means the only allegation that is proceeding as part of the claimant's claim is related to an alleged delay in making a reasonable adjustment to the effect

35 that the claimant was granted exclusive use of his permanent desk, such that no other staff could use it when he was not in work for any reason.

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Date sent to parties:

Employment Judge N Buzzard

24 February 2025

Notes

5 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

10 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

15 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:

20 <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>