



EMPLOYMENT TRIBUNALS

Claimant: Paul Rhodes

Respondent: Openreach Limited

Heard at: Manchester (in public by CVP)

On: 6 March 2025

Before: Employment Judge Serr

REPRESENTATION:

Claimant: In person

Respondent: Ms Jarvis, In house advocate

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim of unfair dismissal under s.95 and s.98 of the Employments Rights Act 1996 was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claims of disability discrimination pursuant to s.13, s.15 and s.21 of the Equality Act 2010 was not presented within the applicable time limit, but it is just and equitable to extend the time limit. Those claims will therefore proceed.

Employment Judge Serr
6 March 2025

Judgment sent to the parties on:
11 March 2025
For the Tribunal:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.