



EMPLOYMENT TRIBUNALS

Claimant: Mr R N Forster

Respondent: British Gas Trading Limited

Heard at: Newcastle (by CVP)

On: 10 February 2025

Before: Employment Judge Heather

REPRESENTATION:

Claimant: In person

Respondent: Ms Niaz-Dickinson

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Reasonably practicable time limit: claim out of time

1. The claim unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim unfair dismissal is therefore dismissed.

Just and equitable time limit: claim out of time

2. The claims of disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.

**Employment Judge Heather
10 February 2025**

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.