



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Rhodes

Respondent: Spamedica Ltd

Heard at: Leeds by CVP

On: 1 April 2025

Before: Employment Judge Maidment

Representation

Claimant: In person

Respondent: Mr B Williams, Counsel

JUDGMENT

1. The tribunal considered it to be just and equitable to extend time to allow the claimant's complaint alleging a failure to make reasonable adjustments to proceed.
2. The claimant's complaints of direct disability discrimination, discrimination arising from disability and disability-related harassment were submitted outside the applicable time limits in circumstances where the tribunal did not consider it just and equitable to extend time. Those complaints are hereby struck out, the tribunal having no jurisdiction to hear them.

Employment Judge Maidment

Date 1 April 2025

Notes

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

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

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:

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