



EMPLOYMENT TRIBUNALS

Claimant: Mr M Walker

Respondent: Cloud Imperium Games Limited

Heard at: Manchester

On: 7 April 2025

Before: Employment Judge K M Ross

REPRESENTATION:

Claimant: In person

Respondent: Ms I Brown, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim that he was automatically unfairly dismissed pursuant to Section 103A Employment Rights Act 1996 is presented outside the time limit Section 111 Employment Rights Act 1996. It was reasonably practicable for the claim to be presented within the time limit. Accordingly, the Tribunal has no jurisdiction to hear the claim and it is struck out.
2. The claimant's claims for direct discrimination pursuant to Section 13 Equality Act 2010, a failure to make reasonable adjustments pursuant to Section 20 to 21 Equality Act 2010, a claim for disability related harassment pursuant to Section 26 Equality Act 2010 and a claim for victimisation pursuant to Section 27 Equality Act 2010 were all presented outside the time limit in Section 123(1) Equality Act 2010. I find it is not just and equitable for the claimant to present the claim outside the time limit. Accordingly, the Tribunal does not have jurisdiction to hear the claims and they are struck out.

Approved by Employment Judge KM Ross

9 April 2025

JUDGMENT SENT TO THE PARTIES ON
24 April 2025

FOR THE TRIBUNAL OFFICE

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/>