



EMPLOYMENT TRIBUNALS

Claimant: Mr Elliot

Respondent: Coquet Trust

Heard at: Newcastle CFCTC **On:** 1 April 2025

Before: Employment Judge Arullendran

Representation:

Claimant: In person

Respondent: Miss Sarah Ismail (counsel)

JUDGMENT

The Judgment of the Tribunal is as follows:

1. The claim of direct sexual orientation discrimination is struck out under Employment Tribunal Rule 38(1)(a) because there is no reasonable prospect of successfully claiming that the alleged acts of sexual orientation discrimination formed part of unlawful conduct extending over a period that ended on or after 13 correct December 2023 or and that it would be just and equitable to extend time bringing the claims.
2. The claim of sexual orientation harassment is struck out under Employment Tribunal Rule 38(1)(a) because there is no reasonable prospect of successfully claiming that the alleged acts of sexual orientation harassment formed part of unlawful conduct extending over a period that ended on or after 13 December 2023 or and that it would be just and equitable to extend time bringing the claims.

Employment Judge Arullendran

Date: 1 April 2025

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless 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/>