



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Bennett

**Respondent:** VDC UK Management Company Ltd

**Heard at:** Cardiff

**Before:** Employment Judge C Sharp  
(sitting alone)

**Representation:**

**Claimant:** In person

**Respondent:** Mr T Welch (Counsel)

## JUDGMENT

The Tribunal found that the Claimant had within his ET1 presented a claim of direct disability discrimination that on 10 April 2024 in a conference with Andrew Smith the Claimant was questioned about his fitness to work having disclosed he had skin cancer, but that it had been brought to the Tribunal outside of the primary time limit and it was not just and equitable to extend the time limit.

Approved by Employment Judge Sharp  
Dated: 8 May 2025

ORDER SENT TO THE PARTIES ON

09 May 2025

Katie Dickson  
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS

**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](http://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/>