



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Griffith

**Respondent:** Simply Care UK Limited

**Heard at:** Watford (by CVP) **On:** 30 April and 1 May 2025

**Before:** Employment Judge Dick

## Representation

Claimant: Mr E Lixandru (counsel)

Respondent: Mr S Joshi (counsel)

# JUDGMENT

1. The respondent's application to strike out the claim is refused.
2. The complaint of unfair dismissal was presented within the applicable time limit and will therefore proceed.
3. The complaints of disability, age and race discrimination relating to dismissal were presented within the applicable time limit and will therefore proceed.
4. The complaints of disability, age and race discrimination relating to the appointment of another person when the claimant was absent were not presented within the applicable time limit, but it is just and equitable to extend the time limit. Those complaints will therefore proceed.
5. The complaints of disability, age and race discrimination relating to an incident in November 2022 were not presented within the applicable time limit. It is not just and equitable to extend the time limit and those complaints are therefore dismissed.
6. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of insulin-dependent type 2 diabetes. The respondent was aware of that from the start of the claimant's employment.

Approved by:

**Case Nos: 3303479/2024 and 3303443/2024**

**Employment Judge Dick**

**28 May 2025**

JUDGMENT SENT TO THE PARTIES  
ON

28 May 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)