



# EMPLOYMENT TRIBUNALS

**Claimant:** Mark Slade  
**Respondent:** Fedcap Employment Limited  
**Heard at:** Bristol by Cloud Video Platform  
**On:** 29 May 2025  
**Before:** Employment Judge David C. Gardner

## Representation

**Claimant:** In person  
**Respondent:** Ms Miller, solicitor

# JUDGMENT

1. The application to amend the claim under r.30 Employment Tribunal Rules 2023 to include a complaint under ss.20 and 21 of the Equality Act 2010, failure to make reasonable adjustments, is allowed.
2. The Claimant's complaint of unfair dismissal is out of time and is dismissed.
3. The Claimant's complaint of a failure to make reasonable adjustments is not out of time.

Approved by  
Employment Judge D. C. Gardner

Date: 5 June 2025

JUDGMENT SENT TO THE PARTIES ON  
18 June 2025

FOR THE TRIBUNAL OFFICE

## Note

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.