EMPLOYMENT TRIBUNALS

Claimant: **Mr Dario Brown**

Respondent: **Leeds City Council**

At a Preliminary Hearing

Heard at: Leeds

On: **23 February 2026**

Before: **Employment Judge Elgot**

Representation

Claimant: Mrs K Brown
Respondent: Ms S Firth, counsel

The Employment Judge gave judgment as follows:-

JUDGMENT

1. Some of the complaints in the Claim are struck out; these complaints are most clearly summarised in paragraphs 7 a-c of the Respondent's draft List of Issues for the Preliminary Hearing on 23 February 2024 and in the first three lines of the red text of the 'Key Dates' section of the Respondent's Skeleton Argument. Those complaints relate to events in March-September 2023.

2. A Tribunal has no jurisdiction to hear them because they have been made outside the statutory time limit in section 123 Equality Act 2010. The complaints have been brought after the end of the period of three months starting with the date of the act to which the complaints relate.

3. I do not consider it just and equitable to extend the time limit.

4. I am not satisfied that the events which form the basis of these specific and separate 2023 complaints consist of conduct extending over a period which ends within the

statutory time limit.

5. The complaints in paragraph 7 d and e of the same draft List of Issues (the January 2024 allegations and the subsequent conduct of the 29 January 2024 investigation meeting) have been brought out of time but I am satisfied that they are part of a course of conduct extending over a period ending with the final written warning given to the Claimant on 17 October 2024.

6. The complaint in paragraph 7 f is withdrawn by the Claimant

7. The remaining complaints have been brought within the time limits (as extended by the mandatory ACAS early conciliation period) and will continue. Those matters are set out in the final List of Issues prepared as a result of this preliminary hearing and will be determined at the final hearing listed for 7-11 and 15 December 2026.

Employment Judge Elgot

Dated: 10 March 2026

JUDGMENT SENT TO THE PARTIES ON:
Date:

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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.

Public access to employment tribunal decisions
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.

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/