



EMPLOYMENT TRIBUNALS

Claimant: Miss J Kantarama

Respondent: Manchester City Council

Heard at: Manchester

On: 7-8 May 2026

Before: Employment Judge Phil Allen

REPRESENTATION:

Claimant: In person

Respondent: Mr E Stenson, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was granted leave to amend her claim to include claims for discrimination arising from disability and harassment related to disability (for allegations 14, 16 and 17 only).
2. The claimant's other applications to amend her claim were refused.
3. It having been conceded by the respondent, the claimant had a disability at the relevant time by reason of autism.
4. The claimant did not prove that she had a disability at the relevant time by reason of ADHD.
5. The complaints were not entered at the Tribunal within the time required by section 123 of the Equality Act 2010. It was not just and equitable to extend time. The claim is dismissed.

Employment Judge Phil Allen
8 May 2026

JUDGMENT SENT TO THE PARTIES ON
11 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the decisions recorded in this Judgment having been given orally at the hearing, written summary 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 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/>