



EMPLOYMENT TRIBUNALS

Claimant: Ms P Jones

Respondent: LEAD Academy Trust

Heard at: Nottingham

On: 9th – 10th September 2026

Before: Employment Judge B Chapman

REPRESENTATION:

Claimant: In person

Respondent: Ms S Tharoo (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Withdrawal

1. The claim for sex discrimination was withdrawn and therefore dismissed under Rule 51.

Amendment

2. The Claimant's application to amend her claim to include complaints of direct disability discrimination and discrimination arising from a disability relating to her suspension from work was allowed.
3. The Claimant's application to amend her claim to include complaints of a failure to make reasonable adjustments and discrimination arising from a disability relating to the Respondent's lack of response to her email date 08.11.2022 was refused.

Reasonably practicable time limit: claim out of time

4. The claim for unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim is therefore dismissed.

Just and equitable time limit: claim out of time

5. The claims for direct disability discrimination, failure to make reasonable adjustments, and discrimination arising from a disability were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.

Summary

6. The effect of the above is that the Claimant no longer has any claims against the Respondent before the Employment Tribunal.

Approved by:

Employment Judge B Chapman

Dated: 10 September 2026

Sent to the parties on

...02 October 2026.....

For the Employment Tribunal

...Elliot Barker.....

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.