



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Navarro Molina  
**Respondent:** Accor UK Business and Leisure Hotels Limited  
**Heard at:** East London Hearing Centre (by Cloud Video Platform)  
**On:** Wednesday 24 March 2021  
**Before:** Employment Judge B Elgot

## Representation

**Claimant:** Mr C Devlin, Employment Tribunal case worker, UWW Union  
**Respondent:** Mr S Hoyle, Legal Consultant

**The Employment Judge gave Judgment as follows:**

## JUDGMENT

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.*

1. The claims of disability discrimination including victimisation are DISMISSED.
2. The Tribunal has no jurisdiction to hear the claims because they were presented outside the time limits prescribed by s123 Equality Act 2010 and the Employment Judge does not consider it just and equitable to extend time.
3. The Respondent's costs application in relation to a previous hearing on 20 January 2021 is hereby STAYED until 7 April 2021 on the basis that the Claimant representative has agreed to pay the full amount of costs claimed. If

no application is made by either party on or before 7 April 2021 the costs application will be deemed as withdrawn on the basis that it has been conceded and settled. That withdrawal will occur without further notice of hearing.

**Employment Judge B Elgot  
Date: 25 March 2021**