



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Price

**Respondent:** Phyllis Court Members Club Ltd

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Watford (by telephone) **On:** 1 December 2022

**Before:** Employment Judge Daniels (sitting alone)

### Appearances:

For the claimant: In person, assisted by a lay rep Ms Price-Bradley (his aunt)

For the respondent: Ms Duane (Counsel)

## JUDGMENT

1 The claims were filed outside of the ordinary time limit which expired on 3 December 2020. However, the Employment Tribunal has jurisdiction to hear the claim for unfair dismissal. It was not reasonably practicable for the claimant to file a claim in time and the claim was filed within a reasonable period thereafter.

2 The disability discrimination claim was filed outside of the ordinary time limit, but it was just and equitable for the Employment Tribunal to extend time to allow the claim for disability discrimination to proceed in so far as it pleaded already (and subject to any other relevant orders etc).

(Summary reasons for the judgment were given orally at the hearing).

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**Employment Judge Daniels**

**11 January 2023**

Sent to the parties on: 22.01.2023

For the Tribunal: GDJ