



# EMPLOYMENT TRIBUNALS

**Claimants:** Mrs T Jones

**Respondent:** Prosper Learning Trust

## JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
2. The complaint of unfavourable treatment pursuant to section 15 of the Equality Act 2010 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

**Employment Judge Arullendran**

Date: 18 December 2024

Note: This has been a hearing by video which has not objected to by the parties. A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined by video.

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless 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](http://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/>