



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs. L Craven

**Respondent:** E B Bradshaw & Sons Ltd

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Leeds (by CVP)                      **On:** 14 December 2020

**Before:** Employment Judge Buckley

### Appearances

For the claimant: In person

For the respondent: Mr. Fitzpatrick (Counsel)

This has been a remote hearing by CVP, which has not been objected to by the parties. The form of remote hearing was V: (Video). A face to face hearing was not held because it was not practicable and no-one requested the same and all the issues could be determined in a remote hearing.

## JUDGMENT ON A PRELIMINARY ISSUE

1. The claim for unfair dismissal is dismissed. The tribunal has no jurisdiction to hear it because it was submitted out of time. Although it was not reasonably practicable to submit it in time it was not submitted within a reasonable period thereafter.
2. The claims for discrimination are allowed to proceed. They were submitted out of time but it is just and equitable to allow the claims to proceed.
3. The effective date of termination of the claimant's employment was 23 January 2020.

**Case No: 1803483/2020 (V)**

**Employment Judge Buckley**

**Date 14 December 2020**

**JUDGMENT SENT TO THE PARTIES ON**

**Date 15 December 2020**

Notes

Reasons for the judgment having been given orally at the hearing, written 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.

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