



EMPLOYMENT TRIBUNALS

Claimant: Mr. S. Hagan

Respondent: Avon and Wiltshire Mental Health Partnership NHS Trust

Heard at: Bristol

On: 23rd December 2019

Before: Employment Judge R. Harper MBE

Representation

Claimant: Not present

Respondent: Ms. L. Robinson, Counsel

JUDGMENT

1. The alleged discrimination was in September 2018. The claimant referred the claim to ACAS on 15th April 2019 and the ACAS period finished on 29th April 2019. The ET1 was filed on 29th June 2019. The claim is substantially out of time and it is not just and equitable to extend time. Therefore, the Tribunal does not have jurisdiction to hear the claim.
2. Alternatively, if the Tribunal did have jurisdiction to hear the claim, the Tribunal would have found that the claimant was not a disabled person as defined at the relevant time.

Employment Judge R. Harper MBE

Date: 23rd December 2019

Note

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.