



EMPLOYMENT TRIBUNALS

Claimant: Miss S Zandy

Respondent: UK Language Solutions Limited

HELD at Sheffield (attended) ON: 19 May 2021

BEFORE: Employment Judge Little

REPRESENTATION

Claimant: In person (accompanied by Mr Watson – friend)

Respondent: Mr Zamir, Director

JUDGMENT AT A PRELIMINARY HEARING

My Judgment is that:-

1. Assuming for present purposes that any employment relationship which existed between the parties was terminated, I find that the effective date of termination was 22 August 2019.
2. It follows that the complaints that the alleged dismissal was unfair and discriminatory should have been presented no later than 21 November 2019 whereas they were not presented until 24 April 2020.
3. It was reasonably practicable for the unfair dismissal complaint to have been presented in time.
4. It would not be just and equitable to extend time for presentation of the disability discrimination complaint until the actual date of presentation, or at all.
5. It follows that the Tribunal does not have jurisdiction to hear the unfair dismissal complaint or the disability discrimination complaint and accordingly those two complaints are dismissed for want of jurisdiction.

6. Nothing in this Judgment relates to any such complaint as there might be in respect of unauthorised deduction from wages. Case management orders are given in a separate document about this possible complaint.

Employment Judge Little
Date 26th May 2021