



EMPLOYMENT TRIBUNALS

Claimant
Mrs R Callow

v

Respondent
Aurum Academy Trust Limited

Heard at: **Lincoln**

On: **10 August 2017**

Before: **Employment Judge R Clark**

Representation

Claimant: In Person

Respondent: Mr Magee of Counsel

JUDGMENT

1. The claimant was disabled at all material times as a result of her mental impairment of depression.
2. The claim of direct disability discrimination is **in time**, insofar as it relates to the last pleaded allegation of less favourable treatment by being denied access to the workplace or contact with colleagues or pupils during her notice period (garden leave) which, by virtue of s.123(3)(a) of the Equality Act 2010 amounts to conduct extending over a period ending on 28/10/2016.
3. The Claimant's remaining claims are, prima facie, out of time (subject to any finding at a later date that any of them form part of a wider act extending over a period of time, the end of which was in time) but, in any event, **it is just and equitable to extend time** for the presentation of all remaining claims to 27/1/2017.
4. For the avoidance of doubt, no further orders are made under rules 37 or 39 of the first schedule to the Employment Tribunal (Constitution and Rules of Procedure) Regulations 2013.

Employment Judge Clark

Date 10 / 8 / 2017

JUDGMENT SENT TO THE PARTIES ON
19.8.17

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S.Cresswell
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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.