



EMPLOYMENT TRIBUNALS

Claimant: Mr R Grant
Respondent: The Doctors Laboratory Limited

Heard at: London (Central)

On: 1 February 2018

Employment Judge: Professor A C Neal (sitting alone)

Representation

Claimant: Mr W Brown (Solicitor)
Respondent: Mr T Shepherd (of Counsel)

JUDGMENT

- 1. The Claimant's claim of unfair dismissal was presented out of time, it was not reasonably practicable to have presented it within time, but the claim was not thereafter presented within a further period as the Tribunal considers reasonable. That claim is dismissed;**
- 2. The Claimant's claim of unlawful discrimination by reference to the protected characteristic of religion or belief was presented out of time and it is not just and equitable to extend time to permit the bringing of the claim. That claim is dismissed;**
- 3. The Claimant's claim of unlawful indirect discrimination by reference to the protected characteristic of disability was presented out of time and it is not just and equitable to extend time to permit the bringing of the claim. That claim is dismissed;**

4. **The Claimant's claim of failure to make reasonable adjustments by reference to the protected characteristic of disability was presented out of time and it is not just and equitable to extend time to permit the bringing of the claim. That claim is dismissed.**

Employment Judge Neal on 7 February 2018

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.