



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Miss U Sidhu

v

Mitchells & Butlers Retail Limited

**Heard at:** Norwich (in private)

**On:** 25 March 2019

**Before:** Employment Judge Postle (sitting alone)

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr Kaye, Solicitor

## PRELIMINARY HEARING JUDGMENT

1. The claimant's claims for discrimination arising out of the protected characteristics of religion and belief, race and disability arising from 2016 to June 2017 are out of time and the Tribunal does not exercise its discretion to extend time.
2. The claimant's claims that she was dismissed on or around 28 February 2018 as a result of her disability will go forward (direct section 13 and discrimination arising from disability section 15 of the Equality Act 2010).
3. The claimant has insufficient continuity of employment under the Employment Rights Act 1996 to bring a claim for ordinary unfair dismissal.
4. The respondents having now conceded the claimant is disabled within the meaning of section 6 of the Equality Act 2010, in particular depression and anxiety.

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Employment Judge Postle

Date: .....10 April 2019.....

Sent to the parties on: ..10 April 2019...

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For the Tribunal Office

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.