



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs R Wilson

**Respondents:** Wm Morrison Supermarkets PLC

**Heard:** Remotely (by video link) **On:** 1, 2, and 3 March 2021

**Before:** Employment Judge S Shore  
Non-Legal Member Mrs S Robinson  
Non-Legal Member Mr R Stead

## Appearances

For the claimant: Mrs L Reilly, Lay Representative

For the respondent: Mr M Khoshdel, Counsel

## JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is that:

1. The claimant's claims of discrimination and victimisation relating to acts or omissions before 9 March 2020 were not presented within the period of three months less one day of the last act or omission of discrimination or victimisation (plus early conciliation extension), as required by section 123 of the Equality Act 2010 and we do not find it would be just and equitable to extend the time limit. All claims of discrimination and victimisation before 9 March 2020 are dismissed.
2. None of the acts of victimisation or discrimination that were alleged after 9 March 2020 were unlawful/contrary to the provisions of the Equality Act 2010 and are dismissed.
3. The claimant's claim of unfair dismissal is not well-founded and fails. The claimant was dismissed for the sole reason of redundancy.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore

3 March 2021

**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.**

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