



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Jones

**Respondent:** Mid Cheshire Hospitals NHS Foundation Trust

**Heard at:** Birmingham (by CVP)

**On:** 21 July 2022

**Before:** Employment Judge Gilroy QC

## Representation

Claimant: Miss Hunter, Lay Representative

Respondent: Mr Gibson, Solicitor

## JUDGMENT

1. By consent, the Claimant is granted permission to amend her claim form to incorporate a claim of direct sex discrimination, adopting as the particulars of that claim the particulars relied upon for the purposes of her claims of pregnancy and/or maternity discrimination.
2. The Claimant's claims of unfair constructive dismissal, disability discrimination on the basis of failure to provide reasonable adjustments, pregnancy and/or maternity discrimination, and sex discrimination were made out of time. In relation to the unfair dismissal claim, the Tribunal is not satisfied that it was not reasonably practicable for that claim to be presented to the Tribunal within the primary time limit. In relation to the claims of discrimination, no continuing act is relied upon by the Claimant, and it would not be just and equitable to extend any of the applicable time limits.
3. The Claimant's claims are therefore dismissed.

**Employment Judge Gilroy QC**

**Entered in register and copies sent to parties  
on 12 August 2022**