



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Glenn Leigh

**Respondent:** Matrix Workplace Services Limited

**Heard at:** ET Cardiff

**On:** 01 November 2024

**Before:** Employment Judge N Webb

## Representation

For the Claimant: Mr Harris (Trade Union Representative)

For the Respondent: Mr Hulks (Litigation Consultant)

# JUDGMENT

1. The claimant does not have 2 years' service with the respondent so can not bring claims of unfair dismissal of redundancy payments. The Tribunal has no jurisdiction to hear those claims. Those claims are dismissed.
2. The claims for indirect discrimination, failure to make reasonable adjustments and harassment were made out of time, but it is just an equitable to extend time for presenting the claims. The Tribunal has jurisdiction to hear those claims.

Employment Judge N Webb

Date: 01 November 2024

JUDGMENT SENT TO THE PARTIES ON

07 November 2024

Adam Holborn  
FOR THE TRIBUNAL OFFICE

## Notes

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.

## **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.