



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr P O'Brien

**Respondent:** Lancashire County Council

**Heard at:** Manchester

**On:** 15 August 2024

**Before:** Employment Judge Phil Allen

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr D Jones, counsel

# JUDGMENT

The judgment of the Tribunal is that:

1. The claims for sex discrimination and harassment related to sex were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims for sex discrimination and harassment related to sex are therefore dismissed.
2. The application to strike out the claim under rules 37(1)(b), (c) and (d) did not succeed and the claim for unfair dismissal was not struck out.
3. The application by the respondent that the claimant be ordered to pay its costs from the hearings of 8 December 2023 and 21 May 2024 did not succeed.

Employment Judge Phil Allen

15 August 2024

JUDGMENT SENT TO THE PARTIES ON  
19 August 2024

FOR THE TRIBUNAL OFFICE

**Notes**

Reasons for this 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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**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>