



# EMPLOYMENT TRIBUNALS

**Claimant:** A McAuley

**Respondent:** National Crime Agency

## PRELIMINARY HEARING

**HEARD AT:** Manchester (by video platform)      **On:** 10 September 2024

**BEFORE:** Employment Judge Batten

**REPRESENTATION:**

**For the Claimant:** C Millett, Solicitor

**For the Respondent:** L Dilaimi, Counsel

# JUDGMENT

**The judgment of the Tribunal is that:**

1. the claimant was a disabled person at the material time by reason of dyslexia and menopause symptoms;
2. The claimant’s complaints of harassment and direct discrimination because of sex and/or sexual orientation were not submitted within the relevant time limit in section 123 of the Equality Act 2021 and it is not just and equitable to extend time to allow those complaints to proceed.
3. The complaints of disability discrimination and victimisation shall proceed to final hearing already listed on 17-19 March and 9-11 April 2025.

\_\_\_\_\_  
Employment Judge Batten  
10 September 2024

JUDGMENT SENT TO THE PARTIES ON:  
13 September 2024

.....  
FOR THE TRIBUNAL OFFICE

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.

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/>