



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

MRS L DAVIES

V

TELEFONICA UK LIMITED

HELD AT: CARDIFF

ON: 9 – 13 NOVEMBER 2020

**BEFORE: EMPLOYMENT JUDGE S POVEY
MRS P PALMER
MS C PEEL**

REPRESENTATION:

FOR THE CLAIMANT:

IN PERSON

FOR THE RESPONDENT:

MS OWEN (COUNSEL)

JUDGMENT

The unanimous judgment of the Tribunal is:

1. Having regard to the applicable statutory time limits, the Tribunal does not have jurisdiction to consider the claims of age discrimination and of disability discrimination based upon PCP 1, 2 and 6. As such, they are struck out.
2. In the alternative, the claims of age discrimination and of disability discrimination based upon PCP 1, 2 and 6 are not made out and are dismissed.
3. The claims of disability discrimination based upon PCP 3, 4 and 5 and the claim of unlawful deductions from wages are not made out and are dismissed.

EMPLOYMENT JUDGE S POVEY

Dated: 13 November 2020

Order posted to the parties on
16 November 2020

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For Secretary of the Tribunals