



EMPLOYMENT TRIBUNALS

Claimants: (1) Miss C Gardner
(2) Miss J Thompson

Respondent: Towergate Underwriting Group Limited

Heard at: Bristol Employment Tribunal **On:** 25 May 2021

Before: Employment Judge J Bax

Representation

Claimants: Miss C Gardner (in person)
Miss J Thompson (in person)

Respondent: Ms C Fallon (Counsel)

JUDGMENT

1. The First Claimant's (Miss Gardner's) claim of unfair dismissal was presented out of time and it was reasonably practicable for the Claimant to have presented it in time. The Tribunal did not have jurisdiction to hear the claim and it is struck out.
2. The last allegation in the First Claimant's (Miss Gardner's) claims brought under the Equality Act 2010 was presented out of time and it was just and equitable to extend time. The Equality Act claims shall proceed to a final hearing, save that the Respondent is at liberty to argue at that hearing that there was not conduct extending over a period for the other allegations and consequentially they were presented out of time
3. The Second Claimant's (Miss Thompson's) claim of unfair dismissal was dismissed upon her withdrawal.
4. The Second Claimant (Miss Thompson) had not entered into early conciliation via ACAS before presenting her claim and none of the exemptions in regulation 3 of the Employment Tribunals (Early Conciliation: Exemptions and Rules of Procedure) Regulations 2014 applied. The Tribunal did not have jurisdiction to hear her claims and they are struck out

Case Numbers: 1403100/2020 & 1403101/2020

**Employment Judge J Bax
Date: 25 May 2021**

Judgment sent to the Parties: 27 May 2021

FOR THE TRIBUNAL OFFICE

Note

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.