



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Ayyaz Mahmood

v

Peterborough City Council

Heard at: Norwich (by CVP)

On: 31 March 2021

Before: Employment Judge Postle

Appearances

For the Claimant: In person

For the Respondent: Mr Khan, Counsel

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

This has been a remote hearing on the papers which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing on the papers.

JUDGMENT on OPEN PRELIMINARY HEARING

1. The Claimant resigned on 15 January 2020, Acas Early Conciliation was commenced on 21 July 2020 and the Certificate granted on 14 August 2020, the claim was filed on 19 August 2020. The Claimant's claims under the Employment Rights Act 1996 and the Equality Act 2010 for the protected characteristic of disability are out of time.
2. It was reasonably practical to have issued the claims under the Employment Rights Act 1996 within the three month period, subject to any Acas Early Conciliation extension period.
3. In relation to the claims under the Equality Act 2010, the Tribunal does not exercise its discretion to extend time on the just and equitable principle as there are no grounds for doing so.

Employment Judge **Postle**

Date: 14.04.2021

Case Number: 3310917/2020 (V)

Sent to the parties on:21.04.2021.....

.....GDJ.....
For the Tribunal Office