



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Coughlin

**Respondent:** (1) The Governing Body of Cathays High School  
(2) Cardiff Council

**Heard at:** Employment Tribunal, Cardiff      **On:** 23 March 2022

**Before:** Employment Judge Webb

## Representation

Claimant: Representing himself  
Respondent: Miss Roddick (Counsel)

# JUDGMENT

1. The claim for detriment on the basis of trade union membership/representation is based on events that took place in 2018 and was presented out of time. It was reasonably practicable for it to be presented in time. The Tribunal does not have jurisdiction to hear the claim. The claim is dismissed.
2. The claim for direct age discrimination that relates to events in 2014 and 2018 was presented out of time. It is not just and equitable to extend time for the presentation for the claim. The Tribunal does not have jurisdiction to hear the claim. The claim is dismissed.

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Employment Judge Webb

23 March 2022

JUDGMENT SENT TO THE PARTIES ON 24 March 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

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