



EMPLOYMENT TRIBUNALS

Claimant: Mr Julius Edwards

Respondent: Dove House School Academy

Heard at: Southampton (by CVP) **On:** 6 – 10 March 2023

Before: Employment Judge Midgley

Members: Mr I Ley
Mr K Sleeth

Representation
Claimant: In person
Respondent: Mr M Magee (Counsel)

JUDGMENT

1. The Tribunal lacks jurisdiction to hear the claim of unfair dismissal; the claimant was not employed for a continuous period of 2 years.
 2. The claimant's conditions of hearing loss and spinal damage were conceded to be disabilities for the purposes of section 6 and Schedule 1 of the Equality Act 2010.
 3. The Tribunal lacks jurisdiction to hear the claims of discrimination, the claims were presented outside the statutory time limit, and it is not just and equitable to extend time to permit them to be heard.
 4. Further or alternatively, the claims of direct discrimination (relying on the protected characteristics of disability and sex), of discrimination arising from disability, failure to make reasonable adjustments and harassment are not well founded and are dismissed.
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Case No: 1401362/2021

Employment Judge Midgley

Date 13 March 2023

JUDGMENT SENT TO THE PARTIES ON

24 March 2023 By My J McCormick

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.