



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Phillips  
**Respondent:** Orchid Orthopedics Solutions Sheffield Ltd  
**Heard at:** Leeds (by CVP) On: 30 April 2024  
**Before:** Employment Judge Bright

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr Sandeman (solicitor)

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The complaint of discrimination arising from disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The claimant's application to amend her claim to include a complaint of direct disability discrimination was refused.

*Employment Judge Bright*

*1 May 2024*

### Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.