



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss I Curtis-Dicks

**Respondent:** St Mungos Community Housing Association

**Heard at:** Bristol (partially by video-CVP)

**On:** 23 November 2020

**Before:** Employment Judge Livesey

**Representation**  
Claimant: In person  
Respondent: Mr Wyeth, counsel (by video-CVP)

## JUDGMENT

1. The preliminary issues identified within the Tribunal's letter of 24 June 2020 are determined as follows;
  - (i) The Claimant was not an employee of the Respondent within the meaning of s. 230 of the Employment Rights Act 1996 or s. 83 of the Equality Act 2010;
  - (ii) The Claimant was a worker within the meaning of the Working Time Regulations 1998;
  - (iii) The claims were brought out of time. It was reasonably practicable for them to have been brought in time under s. 111 of the Employment Rights Act 1996 and regulation 30 of the Working Time Regulations 1998 and it was not just and equitable to extend time to allow the complaints of discrimination to proceed to a final hearing under s. 123 of the Equality Act 2010.
  
2. The complaints of discrimination on the grounds of age was struck out by operation of the order of 24 June 2020 and the Claimant is hereby given notice of that fact in accordance with rule 38 (1) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013.

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Employment Judge Livesey

Date 23 November 2020

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.