



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Green

v

Single Homeless Project

Heard at: London Central by CVP

On: 27 November 2020

Before: Employment Judge A James

Representation

For the Claimant: In person

For the Respondent: Mr S Butler, counsel

JUDGMENT

Following the hearing of oral evidence from Mr Green, consideration of the agreed evidence of Ms V Hemmings, the bundle of documents, the skeleton argument of Mr Butler, relevant legal authorities, and oral submissions from the claimant and the respondent, the decision of the tribunal is that:

- (1) The claimant's effective date of termination was 25 October 2019.
- (2) The claim form having been submitted on 12 February 2020, following ACAS conciliation which started and finished on the same day, the claim was submitted outside of the three-month time limit. Further, it would have been reasonably practicable for the claim to have been submitted within that period and the claim is therefore out of time.
- (3) To the extent that the claim form contained such a claim, (a matter which was disputed but which it was not necessary to decide given the above conclusions), the claim for constructive unfair dismissal (S.94 Employment Rights Act 1996) is therefore dismissed.

Employment Judge A James
London Central Region

Dated ...27 November 2020...

Sent to the parties on:

28/11/2020

For the Tribunals Office

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.

Public access to employment tribunal decisions

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