



EMPLOYMENT TRIBUNALS

Claimant: Mrs CJ Bines

Respondent: Norwood Trust Ltd

Heard at: Manchester **On:** 19 April 2017

Before: Employment Judge Franey (sitting alone)

Representation

Claimant: In person

Respondent: Ms E Seers (Trustee)

JUDGMENT

1. The complaints of unfair dismissal and of detriment in employment on the ground of a protected disclosure were presented outside the time limits prescribed by sections 111(2) and 48(3) of the Employment Rights Act 1996 respectively when it was reasonably practicable for them to have been presented in time, and are therefore dismissed.
2. The complaints of pregnancy and maternity discrimination, and of sex discrimination, were presented outside the time limit specified in section 123(1)(a) Equality Act 2010 and it would not be just and equitable to extend time under section 123(1)(b). Those complaints are also dismissed.

Employment Judge Franey

19 April 2017

JUDGMENT SENT TO THE PARTIES ON

21 April 2017

FOR THE TRIBUNAL OFFICE