



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C Wigfield

**Respondent:** Building Careers UK Limited

**Heard at:** Liverpool

**On:** 20 November 2019

**Before:** Employment Judge Robinson  
(sitting alone)

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr G Luking, Operations Manager  
Mrs T Marlowe, Director

# JUDGMENT

The judgment of the Tribunal is that:

1. The claims of the claimant, both in relation to unfair dismissal and suffering a detriment and/or dismissal on the grounds of pregnancy, childbirth or maternity, and (any) claim for sex discrimination are struck out on jurisdictional grounds in that all the claims have been made out of time.
2. It was reasonably practicable to issue the proceedings for unfair dismissal and for dismissal on the grounds of pregnancy, childbirth and maternity in time, and it is not just and equitable to extend time with regard to any sex discrimination claim.

Employment Judge Robinson

Date: 20 November 2019

JUDGMENT SENT TO THE PARTIES ON

10 December 2019

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.

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