



EMPLOYMENT TRIBUNALS

Claimant: Ms J Bedford
Respondent: Caring Homes Healthcare Group Limited
Heard at: East London Hearing Centre (by CVP)
On: 18 March 2022
Before: Employment Judge Wyeth (sitting alone)

Representation:
For the Claimant: Mr O Tahzib (counsel)
For the Respondent: Mr N Caiden (counsel)

JUDGMENT

1. By consent the correct respondent is Caring Homes Healthcare Group Limited and all other respondents are dismissed from these proceedings.
2. The claimant's complaint of pregnancy and maternity discrimination under s18 Equality Act 2010 is out of time and it would not be just and equitable to extend time.
3. The claimant's complaint of Health and Safety breaches under s44 Employment Rights Act 1996 ("ERA") is out of time. It was reasonably practicable for the complaint to be presented within time and it would not be reasonable to extend time.
4. The claimant's complaint of unauthorised deduction of wages under s13 (and Part II) ERA is out of time. It was reasonably practicable for the complaint to be presented within time and it would not be reasonable to extend time.
5. For the avoidance of doubt, the claimant's claim is dismissed in its entirety as all complaints are out of time.

Employment Judge Wyeth
Date: 18 March 2022