



EMPLOYMENT TRIBUNALS

Between:

Mrs A Lawson
Claimant

and

Indigo Care Services Ltd t/a Orchard Care Homes
Respondent

Heard at:

Leeds

on: 17 December 2021

Before: Employment Judge Cox

Representation:

Claimant: Dr Taiwo, trade union representative

Respondent: Mr Dempsey, solicitor

JUDGMENT AT PRELIMINARY HEARING

1. The claims of unfair dismissal under Sections 98 and 103A of the Employment Rights Act 1996 are dismissed as presented out of time.
2. The claims of detriment contrary to Section 47B of the Employment Rights Act 1996 are dismissed as presented out of time.
3. The Tribunal makes no finding on whether the claims under the Equality Act 2010 are out of time. That issue will be decided at the main Hearing.

Employment Judge Cox

Date: 17 December 2021