



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Doughty

**Respondent:** Whitbread Group Plc

**Heard at:** Central London (by video)      **On:** 17 July & 9 August 2023

**Before:** Tribunal Judge Overton sitting in the Employment Tribunal

**Representation**

Claimant: Mr Wareing, Counsel

Respondent: Ms Dalziel, Weightmans LLP

## JUDGMENT

The Claimant's claims of Race Discrimination, Unfair Dismissal and Unauthorised Deductions from Wages are out of time.

It was reasonably practicable for the Claimant to lodge her claims for Unfair Dismissal and Unauthorised Deductions from Wages within the three month time limit. The Tribunal does not have jurisdiction to hear these claims.

It is not just and equitable to extend time for the claim of race discrimination. The Tribunal does not have jurisdiction to hear this claim.

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Tribunal Judge Overton sitting in the Employment  
Tribunal

Date 9 August 2023

JUDGMENT SENT TO THE PARTIES ON

09/08/2023

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FOR THE TRIBUNAL 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.

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