



EMPLOYMENT TRIBUNALS

Claimant: Chanelle Heron

Respondent: Amos Nursing Home Ltd

Heard at: Wales Employment Tribunal, Cardiff
On: 13th – 16th November 2023

Before: Employment Judge P Mason
Members Ms L Bishop and Ms Y Neves

Representation

Claimant: in person
Respondent: Mr A George (Senior Litigator)

JUDGMENT

1. The complaint of sexual harassment was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint is therefore dismissed.
2. The complaint of whistleblowing detriment was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of is therefore dismissed.
3. The complaint of victimisation was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint is therefore dismissed.
4. The Claimant's claim for unfair dismissal is not well founded and is dismissed.

Employment Judge Mason
16th November 2023

JUDGMENT SENT TO THE PARTIES ON 20 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.