



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Whittaker

**Respondent:** Environment Agency

**Heard at:** Manchester (by CVP)

**On:** 16 November 2023

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

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Mr Kirk (Counsel)

# JUDGMENT- PRELIMINARY HEARING

1. The complaints of (a) unfair (constructive dismissal) and (b) being subjected to detriments (on the grounds of protected disclosures) were not presented within the applicable time limits at sections 111 and 48 of the Employment Rights Act 1996. It was reasonably practicable for the claimant to have done so.
2. The complaint of sex discrimination made under the Equality Act 2010 was not presented within the applicable time limit at section 123 Equality Act 2010. It is not just and equitable to extend the time limit.
3. The claim is therefore dismissed.

Employment Judge **Leach**

Date: 16 November 2023

JUDGMENT SENT TO THE PARTIES ON  
Dated: 21 November 2023

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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