



EMPLOYMENT TRIBUNALS

Claimant: Ann-Marie Joy

Respondent: Annie's Orphans (under charity number of Bangor Pentecostal Church)

Heard at: Southampton **On:** Friday, 12 April 2024
Employment Tribunal
via CVP

Before: Employment Judge Mr. M. Salter

Representation:
Claimant: In person
Respondent: Mr. Winrow, solicitor.

JUDGMENT

1. The Claimant's claims of:
 - (a) wrongful dismissal;
 - (b) dismissal where the principal reason is making a protected disclosure;
 - (c) detriments on grounds of making a protected disclosure;
 - (d) payment for accrued but untaken holiday and
 - (e) for unlawful deduction from wageswere presented out of time in circumstances it was reasonably practicable to have been presented in time.
2. The Claimant's claim of a failure to make reasonable adjustment as presented out of time and was not presented within such other period as the tribunal considered just and equitable.
3. Accordingly the tribunal has no jurisdiction to hear the claims.

Employment Judge Salter

Date 12 April 2024

Judgment sent to the Parties on 19 April 2024

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.

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.