



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Rosemary Fregane

**Respondent:** Oyster Bay Ltd

**Heard at:** London South (by CVP)

**On:** 15 April 2024

**Before:** Employment Judge D Wright

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr J Boyd (Counsel)

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal under s.99 Employment Rights Act 1996 was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of automatic unfair dismissal is therefore dismissed.
2. The complaint of pregnancy discrimination under s.18 Equality Act 2010 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
3. No further complaints remain standing and therefore the claim is dismissed.

**Employment Judge D Wright  
15 April 2024**

Judgment sent to the parties on:  
**26 April 2024**

.....  
For the Tribunal:

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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