



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON CENTRAL  
**BEFORE:** EMPLOYMENT JUDGE F SPENCER  
**MEMBERS:** MS C MARSTERS  
MR S McLAUGHLIN  
**CLAIMANT** MS C SPARKS  
**RESPONDENT** HOTWIRE PUBLIC RELATIONS LIMITED

**ON:** 30, 31 May and 3,4,5 June 2024

**Appearances:**

**For the Claimant:** in person  
**For the Respondent:** Ms H Compton, counsel

## JUDGMENT

The unanimous Judgment of the Tribunal is that:

- (i) The Claimant's claims in so far as they relate to the actions of Mr Butler are out of time.
- (ii) The Claimant's remaining claims of victimisation are not well founded
- (iii) All claims are dismissed.

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Employment Judge Spencer  
05/06/2024

JUDGMENT SENT TO THE PARTIES ON

11/6/2024  
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FOR THE TRIBUNAL OFFICE

**Note**

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