



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Waters

**Respondent:** Abbingdon Global Limited  
Steven Hartley  
Sheung Hoi Wen

**Heard at:** Liverpool

**On:** 19 June 2024

**Before:** Employment Judge Aspinall

## Representation

Claimant: Mr Deane, Counsel

Respondent: Mr Wood, Counsel

# JUDGMENT

## The judgment of the Tribunal is:

1. The claimant's complaint of public interest disclosure detriment (section 47B Employment Rights Act 1996 "ERA") is dismissed and
2. the claimant's complaint of public interest disclosure dismissal (section 103A ERA) is dismissed and
3. the unauthorised deduction from wages complaint (section 23 ERA) is dismissed because:

the tribunal did not have jurisdiction to hear the complaints. They were brought out of time at a time when it would have been reasonably practicable for the claimant to have brought them.

4. The claimant's complaint of sex discrimination harassment (section 26 Equality Act 2010 "EQA") is dismissed and
5. the claimant's complaint of direct sex discrimination is dismissed because:

the tribunal did not have jurisdiction to hear the complaints. They were brought out of time and the tribunal did not exercise its discretion to extend time on just and equitable grounds.

This brings all the complaints in the claim to an end.

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Employment Judge Aspinall

Date: 19 June 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 1 July 2024

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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.

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

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>