



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Brinton

**Respondent:** Signature Senior Lifestyle Operations Ltd

## RECORD OF A PRELIMINARY HEARING

**Heard at:** London South Employment Tribunal by video  
On: 21 October 2024

**Before:** Employment Judge Burge

### Appearances

For the Claimant: In person

For the Respondent: Ms A Greenley, Counsel

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

It is the Judgment of the Tribunal that:

1. The Claimant's complaint of automatic unfair dismissal for having made protected disclosures was not presented within the applicable time limit. It was reasonably practicable to do so and so it is therefore dismissed.
2. The Claimant's complaints of detriment in April and May 2023 for having made protected disclosures were not presented within the applicable time limit. It was reasonably practicable to do so and so they are therefore dismissed.

Employment Judge Burge  
21 October 2024

Judgment sent to the parties on  
23 October 2024

**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**

Judgments (apart from judgments under rule 52) 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/>