



# EMPLOYMENT TRIBUNALS

**Claimant:** L Sprawling

**Respondent:** Clydesdale Bank Plc t/a Virgin Money

## PUBLIC PRELIMINARY HEARING

**Heard at:** Newcastle Employment Tribunal (remotely by CVP)

**On:** 25 February 2025

**Before:** Employment Judge Sweeney

### Appearances

**For the Claimant, In person**

**For the Respondent, Laura Macdonald, solicitor**

## JUDGMENT

1. The complaint of unfair dismissal under section 111 Employment Rights Act 1996 was not presented before the end of the period of three months beginning with the effective date of termination.
2. The Tribunal was not satisfied that it was not reasonably practicable for the complaint to be presented before the end of that period nor that it was, in any event, presented within such further period as the Tribunal considers reasonable.
3. Accordingly, the claim of unfair dismissal is dismissed.

---

Employment Judge **Sweeney**

**Date:** 25 February 2025

**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.

**Public access to employment tribunal decisions**

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/>