



EMPLOYMENT TRIBUNALS

Claimant: Mrs V L Naylor
Respondent: Teleperformance
Heard at: Bristol Civil Justice Centre
On: 10th and 14th March 2025
Before: Employment Judge Lambert

Representation

Claimant: in person
Respondent: Mr Crow, counsel

JUDGMENT

1. This judgment applies to the Claimant's claims that were raised and considered before me at the Tribunal Hearing. These claims were:
 - a. automatic unfair dismissal by reasons of raising a protected disclosure pursuant to section 103A of the Employment Rights Act 1996 ("the **ERA**");
 - b. detriment on the grounds of making a public interest disclosure pursuant to Section 48 of the ERA;
 - c. unfair dismissal pursuant to Section 111 of the ERA;
 - d. disability discrimination pursuant to Sections 13 and 15 of the Equality Act 2010 ("the **EQA**"); and
 - e. sex discrimination pursuant to Section 13 of the EQA.
2. The claims of detriment and automatic unfair dismissal pursuant to Section 48 and Section 103A of the ERA were raised outside of the relevant time limit and it was reasonably practicable for the Claimant to present the claims within that period. The Tribunal lacked jurisdiction to hear these claims.
3. The claims of disability and sex discrimination which arose prior to 14th August 2023 were raised outside the relevant time limit within Section 123 of the EQA and it was not just and equitable to extend the time limit for presentation of these claims. The Tribunal lacked jurisdiction to hear these claims.
4. All of the remaining claims were not well-founded and were dismissed.

5. The Claimant also raised a claim of Equal Pay. This did not feature as part of the hearing as it was agreed it would be considered at a separate hearing. A separate Order has been raised in relation to this claim.

Employment Judge Lambert

Date: 17 March 2025

JUDGMENT SENT TO THE PARTIES ON

8 April 2025

Jade Lobb
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.