



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr E Claye

**Respondent:** BAE Systems Services Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Southampton (by video)

**On:** 18 June 2025

**Before:** Employment Judge Gray

### Appearances

For the Claimant: In person

For the Respondent: Mr Smith (Counsel)

## JUDGMENT

**The claim is struck out as it was submitted outside the relevant time limit.**

**Approved by:**

**Employment Judge Gray**

**Dated: 18 June 2025**

Sent to the parties on  
18 July 2025

Jade Lobb  
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.

**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/>