



EMPLOYMENT TRIBUNALS

Claimant: Miss D Hylton

Respondent: Outcomes First Group Ltd

Heard at: Manchester Employment Tribunal (by CVP)

On: 10 July 2025

Before: Employment Judge M Butler

Representation

Claimant: Self-representing

Respondent: Mr M Lansman (of Counsel)

PRELIMINARY HEARING IN PUBLIC (JUDGMENT)

1. The claim of unfair dismissal was presented outside of the primary time limit. It was reasonably practicable for the claim to have been presented within the primary time limit. Time is therefore not extended in respect of this complaint. The Tribunal does not have jurisdiction to hear the complaint of unfair dismissal. The claim is dismissed.
2. The claims for race discrimination were presented outside of the primary time limit. The tribunal does not consider that it was just and equitable to extend time in the circumstances of the case. The Tribunal does not have jurisdiction to hear the race discrimination complaints. The race discrimination complaints are dismissed.
3. For the avoidance of doubt, all claims in this case have been dismissed.

Approved by:

Employment Judge **M Butler**

Date: 10 July 2025

JUDGMENT SENT TO THE PARTIES ON

Date: 13 August 2025

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>