



EMPLOYMENT TRIBUNALS

Claimant: Mr B Prentice

Respondent: Openreach Ltd

Heard at: Cardiff **On:** 15 August 2025

Before: Employment Judge Leith

Representation

Claimant: Mr Mohamed (representative)

Respondent: Miss Wood (Solicitor)

JUDGMENT

The complaints of direct race discrimination, direct sex discrimination, sexual harassment and victimisation were brought outside the time limit in section 123 of the Equality Act 2010, and the Tribunal does not have jurisdiction to consider them. They are dismissed.

Approved by:
Employment Judge Leith

Date: 15 August 2025

JUDGMENT SENT TO THE PARTIES ON
21 August 2025

Simon Griffiths
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

Case No: 1600191/2025

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/>