



EMPLOYMENT TRIBUNALS

Claimant**Respondent**

Ms A Williams

v

Virgin Atlantic Airways Limited

Heard at: Norwich (by CVP)

On: 24 July 2025

Before: Employment Judge M Warren

Appearances

For the Claimant: In person

For the Respondent: Mr Jonathan Cook, Counsel

JUDGMENT on a Public Preliminary Hearing

1. The Claimant's claim that she was unfairly dismissed is out of time and it was reasonably practicable for it to have been brought in time. The Claimant's claim is therefore dismissed.
2. The Claimant's claims that she was subjected to sex, age and race discrimination are out of time. It is not just and equitable to extend time and the Claimant's claims are therefore dismissed.

Approved by:

Employment Judge M Warren

Date: 1 August 2025

Sent to the parties on:

..8 September 2025.....

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/