



EMPLOYMENT TRIBUNALS

Claimant: Ms N Coley

Respondent: Sandwell Children's Trust

Heard at: Midlands West Employment Tribunal via CVP
On: 21 August 2025

Before: Employment Judge Noons

Representation

Claimant: In Person

Respondent: Mr Green - Counsel

JUDGMENT

It is the decision of the Employment Tribunal that:

1. The claimant's application to amend her claim is not allowed.
2. The claimant's claim for unfair dismissal was presented out of time and it was reasonably practicable for her to have presented the claim within time. The claim for unfair dismissal is dismissed.
3. The claimant's claims for discrimination were presented out of time and it not just and equitable to extend time. The claims for disability and race discrimination are dismissed.

21 August 2025

Employment Judge Noons

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.