



# EMPLOYMENT TRIBUNALS

**Claimant:** Bashe Jama

**Respondent:** Equans Services Limited

**Heard at:** Bristol

**On:** 22<sup>nd</sup> August 2025

**Before:** Judge Sanger

**Representation**

Claimant: Ms Manzul, Bristol Law Centre

Respondent: Ms Rumble, Counsel

## JUDGMENT

1. The Claimant's claim for unfair dismissal is out of time and the Tribunal therefore has no jurisdiction to hear it.

---

Employment Judge Sanger

Date: 22 August 2025

JUDGMENT SENT TO THE PARTIES ON  
12 September 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.