



EMPLOYMENT TRIBUNALS

Claimants: Ms S Kauser

Respondent: Uandicare

Heard at: Liverpool (by CVP)

On: 1 August 2025

Before: Employment Judge Ainscough

Representation

Claimant: In person

Respondent: Ms Mather - Counsel

JUDGMENT

1. It was not reasonably practicable for the claimant to present her complaint of detriment because of a protected disclosure to the Tribunal within the prescribed time limit in section 48 of the Employment Rights Act 1996.
2. The claimant did not present her complaint within a reasonable time thereafter and as a result, the detriment because of a protected disclosure complaint is therefore out of time and is dismissed.
3. It is not just and equitable to extend time to allow the claimant to pursue complaints of direct discrimination, harassment and victimisation in accordance with section 123 of the Equality Act 2010.
4. These complaints were presented outside of the prescribed time limit and therefore are out of time and are dismissed.

Case No: 6003640/2024

Approved by

Employment Judge **Ainscough**

Date: 4 August 2025

JUDGMENT SENT TO THE PARTIES ON

Date: 19 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.

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.