



EMPLOYMENT TRIBUNALS

Claimant: Ms Y Namaji

Respondent: Humraaz Support Services

Heard at: Manchester (By Video)

On: 11 August 2025

Before: Employment Judge Buzzard

REPRESENTATION:

Claimant: In Person

Respondent: Ms Wood (Solicitor)

JUDGMENT

The claims of detriment and/or dismissal for making protected disclosures were not presented within the applicable time limit. It was reasonably practicable for them to have been presented within that time limit. All claims relying on the fact that the claimant made a protected disclosure are dismissed because they were presented out of time and are not within the jurisdiction of the Employment Tribunal to determine.

The claimant's remaining claims proceed. This judgment in no way implies any other claim was presented in time.

Approved by:

Employment Judge Buzzard

11 August 2025

Judgment sent to the parties on:

2 October 2025

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For the Tribunal:

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