



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Bradshaw

Respondent: Vbranch House Limited

Heard at: Exeter Employment Tribunal

On: 8th, 9th, 10th and 11th September 2025.

Before: Employment Judge Lambert

Representation:

Claimant: in person

Respondent: Miss Nicholls, Counsel

JUDGMENT

The claims raised on or before 28th December 2023 have been raised outside of the relevant time limit and the Tribunal lacks jurisdiction to hear them. This affected the claim of detriment(s) on the grounds of raising a protected disclosure contrary to Sections 47B and 48 of the Employment Rights Act 1996 ("the **ERA**").

The following complaints are not well-founded and are dismissed:-

1. Automatic unfair dismissal (contrary to section 103A of the ERA);
2. Constructive unfair dismissal (contrary to sections 94, 95, 98 and 111 of the ERA);
3. Unlawful deductions of wages (contrary to sections 13 and 23 of the ERA); and
4. Breach of contract pursuant to the Employment Tribunals Extension of Jurisdiction (England & Wales) Order 1994.

Employment Judge Lambert

Date: 16th September 2025

JUDGMENT SENT TO THE PARTIES ON
08 October 2025

FOR THE TRIBUNAL OFFICE

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.