



EMPLOYMENT TRIBUNALS

Claimant: Mr J Whitehouse
Respondent: CPLS Mind
Heard at: Bury St Edmunds (in person)
On: 31 March and 1 April 2025
Before: Employment Judge Graham

Representation

Claimant: In person
Respondent: Mr A Mellis, Counsel
Intermediary: Ms Quinn Evans

JUDGMENT

1. The complaint of discrimination on grounds of religion or belief is dismissed upon withdrawal.
2. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
3. The complaints of sex and disability discrimination were not presented within the applicable time limits. It is not just and equitable to extend the time limits. The complaints are therefore dismissed.

Approved by:

Employment Judge Graham
1 April 2025

JUDGMENT SENT TO THE PARTIES
ON 8 MAY 2025

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. 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 here:

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