



EMPLOYMENT TRIBUNALS

Claimant: Ms Roxanne Clinch

Respondent: TLC Candlewood House

Heard at: Cambridge Employment Tribunal **On:** 7 November 2025
By video

Before: Regional Employment Judge Foxwell

REPRESENTATION:

Claimant: In person

Respondent: Mr R Allen (Counsel)

JUDGMENT

The claims of direct race discrimination and harassment related to race were not presented within the applicable time limit contained in section 123 of the Equality Act 2010. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Approved by:

**Regional Employment Judge Foxwell
7 November 2025**

JUDGMENT SENT TO THE PARTIES ON:

1 December 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>