



EMPLOYMENT TRIBUNALS

Claimant: Ms A White

Respondent: Rheinmetall BAE Systems Land Ltd

Heard at: Midlands West Employment Tribunal

On: 28 November 2025

Before: Employment Judge Fitzgerald

Representation

Claimant: in person

Respondent: Ms Badham, Counsel

JUDGMENT

1. It was not reasonably practicable for the Claimant to have lodged her constructive dismissal in time and her claim was submitted within a further reasonable time period in the circumstances, i.e. by 18 January 2025.
2. It is just and equitable to extend the time limit to 18 January 2025 in respect of the Claimant's discrimination claims.
3. The Claimant's claims of unfair dismissal and discrimination therefore proceed in line with the Case Management Order dated 3 December 2025.

Employment Judge Fitzgerald

3 December 2025

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.

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