



EMPLOYMENT TRIBUNALS

Claimant: D Lock

Respondent: Openreach Limited

Heard at: Exeter ET

On: 27 November 2025

Before: Employment Judge Oldroyd

Appearances

For the Claimant: In person

For the Respondent: Ms Jervis

JUDGMENT

1. The claim for unfair dismissal was brought out of time and is dismissed.

Employment Judge Oldroyd

Dated: 27 November 2025

Sent to the parties on

16 December 2025



Reasons

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this 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/>