



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S McGechen

**Respondent:** Denholm Logistics Group Limited

**HELD AT:** Manchester (in public; CVP)

**ON:** 23<sup>rd</sup> October 2025

**BEFORE:** Employment Judge Anderson

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Ms Carrick (Solicitor)

# JUDGMENT

1. It was reasonably practicable for the Claimant to submit her claims of unfair dismissal, wrongful dismissal and holiday pay within the primary time limit. Therefore, the Tribunal lacks jurisdiction to hear these claims and they are hereby dismissed.
2. In relation to the claims of age discrimination and sex discrimination it is just and equitable to extend time within the meaning of s.123(1)(b) Equality Act 2010 and these claims may proceed to a full hearing.

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Employment Judge Anderson

23<sup>rd</sup> October 2025

JUDGMENT SENT TO THE PARTIES ON  
3 December 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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-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/>