



EMPLOYMENT TRIBUNALS

Claimant: Brandon Warrior

Respondent: Mears Limited

AT A PRELIMINARY HEARING

Heard at: Leeds in public **On:** 23rd December 2025

Before: Employment Judge Lancaster

Appearances

For the claimant: In person, assisted by Mr S Talbot
For the respondent: Mrs S Harty, counsel

JUDGMENT

1. The claim of unfair dismissal was not presented in time, although it would have been reasonably practicable to have done so, and is struck out because there is no jurisdiction to hear it.
2. The claim of a failure to make reasonable adjustments was not presented in such time as it is just and equitable to allow it to proceed outside the primary time limit, and is struck out because there is no jurisdiction to hear it.
3. The claim under section 15 of the Equality Act 2010, although outside the primary time limit, was presented in such time as it is just and equitable to allow it to proceed.
4. The claimant was at all material times disabled by reason of his suffering recurrent migraines.

EMPLOYMENT JUDGE LANCASTER

DATE 23rd December 2025

JUDGMENT SENT TO THE PARTIES ON

AND ENTERED IN THE REGISTER

FOR SECRETARY OF THE TRIBUNALS

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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/>