



EMPLOYMENT TRIBUNALS

Claimant: Mr F Ardesi

Respondent: LiveWest Homes Limited

RECORD OF A PRELIMINARY HEARING

Heard at: Exeter Employment Tribunal (by CVP)

On: 4 December 2025

Before: Employment Judge Volkmer

Representation

Claimant: in person

Respondent: Mr Feeny, counsel

JUDGMENT

1. The Claimant's allegation of detriment on the ground of making a protected interest disclosure, related to the giving of references, is struck out on the basis that it has no reasonable prospect of success.
2. The Claimant's complaints of unfair dismissal and for a redundancy payment are struck out on the basis that the Claimant did not have two years' continuous service with the Respondent.
3. The Claimant's complaints of automatically unfair dismissal, breach of contract (relating to notice), unlawful deductions from wages, accrued but unpaid holiday pay and in relation to other payments were not presented within the applicable time limit. It was reasonably practicable to do so. These complaints are therefore dismissed for want of jurisdiction.

4. The Claimant's complaints of direct race discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Approved by
Employment Judge Volkmer
Date: 4 December 2025

Sent to the parties on
9 January 2026

Jade Lobb
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/>