



EMPLOYMENT TRIBUNALS

Claimant: Diane Anderson

Respondent: The Arsenal Football Club Plc

Heard at: Watford **On:** 5 January 2026
Before: Employment Judge Caiden

REPRESENTATION:

Claimant: In person with assistance of her friend Mrs M Simmons-Safo

Respondent: Mrs L Simpson (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim of unfair dismissal was not presented within the applicable time limit and it was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claims of race discrimination, sex discrimination, age discrimination and disability discrimination were not presented within the applicable time limit and it is not just and equitable to extend the time limit. These claims are therefore dismissed.

Approved by:
Employment Judge Caiden

5 January 2026

Sent to the parties on:
7 January 2026

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For the Tribunal Office:

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a

written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.