



EMPLOYMENT TRIBUNALS

Claimant: Miss Dionne Forbes

Respondent: Whitbread Group plc

Heard at: London South, in public, by CVP **On:** 12 December 2025

Before: Employment Judge Tsamados (sitting alone)

Representation

Claimant: in person

Respondent: Ms M Dalziel, Solicitor

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The complaints of discrimination and victimisation were not presented within the applicable time limit. It is not just and equitable to extend the time limit.
2. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so.
3. The claim is therefore dismissed

Employment Judge Tsamados

Date: 12 December 2025

Note

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.

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/>.