



EMPLOYMENT TRIBUNALS

Claimant: Wendy Chinenye Akaigwe

Respondent: Times PBS Limited

Heard at: Norwich

On: 12 January 2026

Before: Employment Judge M Warren

Representation

Claimant: In Person

Respondent: Mr Cowley, Litigation Consultant

JUDGMENT

1. The claim of detriment for having made protected disclosures was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of detriment for having made protected disclosures is therefore dismissed.
2. The claim of unlawful deduction from wages was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unlawful deduction from wages is therefore dismissed.
3. The claim of sex discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim of sex discrimination is therefore dismissed.

Approved by:

Employment Judge M Warren

12 January 2026

JUDGMENT SENT TO THE PARTIES ON

23 February 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/