



EMPLOYMENT TRIBUNALS

Claimant: Ms C Mensah

Respondent: Taylor Shaw Limited

Heard at: Leeds Employment Tribunal (by video)

On: 25 February 2026

Before: Employment Judge Armstrong

Representation

Claimant: Mr C Simo (claimant's friend)

Respondent: Mr S Harding (counsel)

JUDGMENT

1. By consent, the respondent's name is amended to 'Taylor Shaw Limited'.
2. The complaint of disability discrimination is dismissed on withdrawal.
3. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of unfair dismissal is therefore dismissed.
4. The complaint of race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Employment Judge **Armstrong**

25 February 2026

JUDGMENT SENT TO THE PARTIES ON

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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/>