



EMPLOYMENT TRIBUNALS

Claimant: Miss Laura Smith

Respondent: Great Places Housing Association

Heard at: Manchester (CVP)

On: 16 February 2026

Before: Employment Judge Miller-Varey

REPRESENTATION:

Claimant: Did not attend

Respondent: Mr R Powell (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim for unfair dismissal was presented outside the applicable time limit when it was reasonably practicable for it to have been presented in time. Were it otherwise, the presentation of the claim on 27 August 2025 was not within a period following the expiry of limitation which the Tribunal considers reasonable. There is correspondingly no jurisdiction on any basis and the Claim is dismissed.
2. The Claimant's complaints under the Equality Act 2010 were presented outside of the applicable time limit and it is not just and equitable to permit those complaints to proceed out of time. There is correspondingly no jurisdiction and those complaints are also dismissed.

Tribunal Judge Miller-Varey Acting as a Judge of
the Employment Tribunal

16 February 2026

JUDGMENT SENT TO THE PARTIES ON

20 March 2026

FOR THE TRIBUNAL OFFICE

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