



# EMPLOYMENT TRIBUNALS

**Claimant:** Dominic Tate

**Respondent:** Chief Constable for Wiltshire

**Heard at:** Southampton                      **On:** Friday, 13 March 2026  
Employment Tribunal  
via CVP

**Before:** Employment Judge Mr. M. Salter

**Representation:**

Claimant: In person.

Respondent: Mr. A. Rathmal, counsel

## JUDGMENT

It is the judgment of the tribunal that:

1. the Claimant's complaint of constructive unfair dismissal was presented out of time in circumstances it was reasonably practicable to have been presented in time.
2. the Claimant's complaints of discrimination arising from disability and a failure to make reasonable adjustments were presented out of time and was not presented within such other period as the tribunal considered just and equitable.

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Employment Judge Salter  
Friday, 13 March 2026

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JUDGMENT & REASONS SENT TO THE PARTIES ON  
26 March 2026

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.

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.