



EMPLOYMENT TRIBUNALS

Claimant: Mr R Carthy

Respondent: Ms J Milner t/a Bryngwyn Stallions

Heard at: Cardiff (on CVP) **On:** 10 April 2026

Before: Employment Judge C Sharp
(sitting alone)

Representation:

Claimant: Mr M Magier (Counsel)
Respondent: Mr W Cowley (Representative)

JUDGMENT

1. The judgment of the Tribunal is that the Claimant's claims of unfair dismissal and wrongful dismissal were brought outside of the statutory time limit under s111 Employment Rights Act 1996. The Tribunal found that it was reasonably practicable for the Claimant to have brought the claims in time.
2. The judgment of the Tribunal is that the Claimant's claims of discrimination under sections 26, 13, 15 of the Equality Act 2010 and victimisation under section 27 of the Equality Act 2010 as set out by an agreed amendment today were brought outside the statutory time limit under section 123 Equality Act 2010 and that it was not just and equitable to extend time.
3. Accordingly, the complaint is dismissed and will not proceed further.

Employment Judge C Sharp
Dated: 10 April 2026

JUDGMENT SENT TO THE PARTIES ON
14 April 2026

Kacey O'Brien
FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

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/>