



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Price-Cooke
Respondent: First Complete Limited
Heard at: Birmingham
Method: In person
On: 07 April 2026
Before: Employment Judge Smart in public

Appearances:

For the Claimant: Herself with support from Mrs L Snape (business colleague)
For the Respondent: Mr. D Brown (Counsel)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Claimant admitted that all her claims were presented outside the normal time limits without being capable of being extended by ACAS Early Conciliation.
2. It was reasonably practicable for the Claimant's claims of detriment and dismissal because of making a protected disclosure and ordinary unfair dismissal under the Employment Rights Act 1996 to have been presented in time. Consequently, the Tribunal has no jurisdiction to hear them and they are dismissed.
3. It was not just and equitable to extend time for the Claimant's claims of disability discrimination about her dismissal or for failures to make reasonable adjustments under the Equality Act 2010. Consequently, the Tribunal has no jurisdiction to hear them and they are dismissed.
4. All the Claimant's claims are therefore dismissed and that concludes these proceedings. The claim will go no further.
5. Summary reasons were provided for this Judgment at the hearing.

Judgment approved by:

Employment Judge G Smart

On 08 April 2026

Sent to the parties on:

09 April 2026

For the Tribunal Office:

Curtis Burr

The reasons for this decision were given orally at a hearing. If the oral reasons were summary reasons, written summary reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. If the oral reasons were full reasons, full written reasons will not be provided unless they have been requested in writing within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and full written 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 parties. 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/>