



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Porter

**Respondent:** Hilldales Residential Care Home Ltd

**Heard at:** Bristol (via CVP)

**On:** 13<sup>th</sup> March 2026

**Before:** Employment Judge Lambert

**Appearances:**

For the Claimant: in person

For the Respondent: Miss Diouf, Litigation Executive

## JUDGMENT

1. The claims of unfair dismissal, unauthorised deductions of wages and breach of contract have been raised outside the respective time limits under Sections 111 and 23 of the Employment Rights Act 1996 and Article 7 of the Employment Tribunals (Extension of Jurisdiction) (England and Wales) Order 1994. The Tribunal considered it was reasonably practicable for the Claimant to present these claims within the relevant time limits. The Tribunal lacks jurisdiction to hear these claims and they are dismissed.
2. The claims of age and sex discrimination have been raised outside the relevant time limit in Section 123 of Equality Act 2010. The Tribunal did not consider it was just and equitable to extend time for presenting these claims outside of the relevant time limit. The Tribunal lacks jurisdiction to hear these claims and they are dismissed.

**Case No: 6005378/2025**

Employment Judge Lambert  
Date: 13 March 2026

JUDGMENT SENT TO THE PARTIES ON  
30 April 2026

Jade Lobb  
FOR THE TRIBUNAL OFFICE

**Notes**

Written reasons will not be provided unless 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.