



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Andrew Smith

**Respondent:** XDP Limited

**Heard at:** Midlands West

**On:** 28 April 2026

**Before:** Employment Judge Hussain

## REPRESENTATION:

**Claimant:** Litigant in person

**Respondent:** Mr John Brotherton (non-practicing solicitor)

## JUDGMENT

The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.

Approved by:

**Employment Judge Hussain**

**28 April 2026**

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments apart from those under rule 51 and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)