



EMPLOYMENT TRIBUNALS

Claimant: Mr P Lavery

Respondent: Young Foundations Ltd

Heard Leeds by video

ON: 10 July 2026

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Ms J Duane, counsel

JUDGMENT

1. It is not just and equitable to extend time to 11 November 2025 pursuant to section 123(1)(b) of the Equality Act 2010 in order vest the Tribunal with jurisdiction to hear case number 6041476/2025 which case is struck out.
2. The Tribunal has no jurisdiction to hear the issues raised in case number 6045664/2025 which case is struck out.

Approved by Employment Judge Brain

Date: 10 July 2026.

Note - Reasons for the judgment having been given orally at the hearing, written summary 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/>