



EMPLOYMENT TRIBUNALS

Claimant: Mr Reece Parsons

Respondent: Horizon Leisure Trust

Heard at: Bristol ET, via CVP **On:** 20 July 2026

Before: Employment Judge G. King

Representation

For the Claimant: In person

For the Respondent: Mr P. Kerfoot - counsel

JUDGMENT

1. The Claimant's claim was submitted out of time when it was reasonably practicable for it to have been submitted within time. The Tribunal therefore does not have jurisdiction to hear the claim, and the claim is dismissed for lack of jurisdiction.

Approved by
Employment Judge G. King
Date: 20 July 2026

JUDGMENT SENT TO THE PARTIES ON
6 August 2026

Notes

Summary 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 full 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/>