



EMPLOYMENT TRIBUNALS

Claimant: Ms E Bentley

Respondent: (1) Mr C Lord
(2) David Lloyd Leisure Ltd

Heard at: Reading (by CVP) **On:** 8 July 2026

Before: Employment Judge Baran (sitting alone)

Appearances:

Claimant: Ms E Bentley (in person)

Respondent: (1) Mr C Lord (in person)
(2) Mr G Williams (litigation consultant)

JUDGMENT

The claimants' claim of harassment related to sex (sexual harassment) was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claim will therefore proceed.

Approved by:

Employment Judge Baran

10 July 2026

Sent to the parties on:

11 August 2026

For the Tribunal Office:

Notes

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 judgments 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/