



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Creasey

Respondent: Maximus UK Services Limited

Heard at: Midlands East ET **On:** 30 July 2026

Before: Employment Judge Brewer

Representation

Claimant: In person

Respondent: Mr N Bidnell-Edwards, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claims were submitted out of time.
2. It was reasonably practicable for the claim for breach of s.80G, Employment Rights Act 1996, to have been brought in time, therefore the Tribunal does not have jurisdiction to hear it and it is dismissed.
3. It is not just and equitable to extend time for the claims for harassment related to disability and associative discrimination brought under the Equality Act 2010, and those claims are also dismissed.

Employment Judge Brewer

Date: 30 July 2026

JUDGMENT SENT TO THE PARTIES ON

.....14 August 2026.....

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FOR THE TRIBUNAL OFFICE

Notes

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