



EMPLOYMENT TRIBUNALS

Claimant: Mr N Bent

Respondent: JD Sports Fashion PLC

Heard at: London South (by CVP)

On: 04 February 2025

Before: Employment Judge McLaren

REPRESENTATION:

Claimant: In person

Respondent: Ms A Clements, Solicitor

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of constructive unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The complaint of constructive unfair dismissal is therefore dismissed.
2. The complaints of race and disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.

Approved by:
Employment Judge McLaren
Date: 4 February 2025

Sent to the parties on:
Date: 5 September 2026

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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/>