



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss D Adams-Garvin

**Respondent:** Lifeways Community Care Ltd

**Heard at:** Leeds by CVP

**On:** 2 February 2026

**Before:** Employment Judge Maidment

**Representation**

**Claimant:** In person

**Respondent:** Miss L Quigley, Counsel

## JUDGMENT

The claimant's complaint of unfair dismissal was submitted outside the applicable time limit in circumstances where the tribunal did not consider it to have been not reasonably practicable for the claim to have been submitted in time. The claim is therefore struck out, the tribunal having no jurisdiction to hear it.

Employment Judge Maidment

Date 2 February 2026

JUDGMENT SENT TO THE PARTIES ON

6 February 2026

Asmaa Haladh

FOR THE TRIBUNAL OFFICE

**Notes**

10.2 Judgment - rule 61  
2017

March

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 (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>