



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Johnson

Respondent: Small Heath Medical Practice

Heard at: Birmingham (by CVP) **On:** 18 September 2026

Before: Employment Judge Edmonds

Representation

Claimant: In person

Respondent: Mrs P Law, litigation consultant

JUDGMENT

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 religion or belief discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limits. The complaints of race and/or religion or belief discrimination are therefore dismissed.
3. The claim is therefore dismissed.

Approved by:

Employment Judge Edmonds

18 September 2026

Full reasons were given orally at the hearing. Written full 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 the 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/