



EMPLOYMENT TRIBUNALS

Claimant: Miss G. Ebuye-Dokubo

Respondent: Cygnet Health Care Limited

Heard at: Reading by CVP **On:** 8 September 2026

Before: Employment Judge S. Matthews

Representation

Claimant: Owanata Dagogo (nephew)

Respondent: Ms. A. Fadipe (counsel)

JUDGMENT

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was not reasonably practicable to do so but the claim was not presented within a further reasonable period. The claim is therefore dismissed.
2. The complaint of unauthorised deduction from wages was not presented within the applicable time limit. It was not reasonably practicable to do so but the claim was not presented within a further reasonable period. The claim is therefore dismissed.
3. 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 claim is therefore dismissed.

Approved by:

Employment Judge S. Matthews

10 September 2026

JUDGMENT SENT TO THE PARTIES
ON 15 September 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary 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.

If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written 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 claimants and respondents.

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/