



EMPLOYMENT TRIBUNALS

Claimant: Mrs Artimenco

Respondent: Cheriton Homecare Ltd

Heard at: Reading **On:** 16 October 2026

Before: Employment Judge Shastri-Hurst

Representation

Claimant: non-attendance

Respondent: Ms S McGourlay (counsel)

JUDGMENT

1. The claims of whistleblowing (detriment and automatic unfair dismissal) under the Employment Rights Act 1996 and race discrimination under the Equality Act 2010 are struck out under r38(1)(a) of the Employment Tribunal Procedure Rules 2024 because they have no reasonable prospect of success on the basis of the applicable time limits.
2. The claim pursuant to the Employment Relations Act 1999 (Blacklists) Regulations 2010 is dismissed under r28 of the Employment Tribunal Procedure Rules 2024 as the Tribunal does not have jurisdiction to deal with the claim.

Approved by:

Employment Judge Shastri-Hurst

16 October 2026

JUDGMENT SENT TO THE PARTIES
ON 16 October 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, summary or full 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. Notwithstanding a request for summary reasons, an Employment Judge may provide full written reasons. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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/