**Case Number: 6015686/2025**

# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S O'Neill

**Respondent:** Buckinghamshire New University

**Heard at:** Reading **On:** 15 September 2026

**Before:** Employment Judge Shastri-Hurst

**Representation**
Claimant: Mr Serr (counsel)
Respondent: Mr Jangra (counsel)

# JUDGMENT

1. The claim of unfair dismissal was not presented within the applicable time limit, but it was not reasonably practicable to do so. The claim of unfair dismissal was presented within a further reasonable period. That claim will therefore proceed.

2. The Equality Act 2010 claims were not presented within the applicable time limit, but it is just and equitable to extend the time limit to the extent that the acts upheld at the final hearing relate to the effective date of termination, or are found to be a continuing act ending on the effective date of termination.

3. Specific arguments regarding whether individual acts of discrimination upheld at the final hearing are in time or form part of a continuing act remain live to be dealt with at the final hearing.

**Approved by:**

**Employment Judge Shastri-Hurst**

**29 September 2026**

JUDGMENT SENT TO THE PARTIES ON 22 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/