EMPLOYMENT TRIBUNALS

Claimant: **Ms A Opel**

Respondent: **Home Office**

Heard at: **East London Hearing Centre**

On: **9 September 2026 (video)**

Before: **Employment Judge Reid**

Representation

For the Claimant: in person, not represented (but accompanied for support by a family member Ms Marzani)

For the Respondent: Ms Loutfi, Counsel

JUDGMENT

The following claims are dismissed because the Tribunal does not have jurisdiction to hear them, because they were brought outside the applicable time limits in the Equality Act 2010 and the Employment Rights Act 1996:

1. The Claimant's claim for victimisation under s27 Equality Act 2010 regarding a claimed detriment in relation to the instigation of an absence management procedure in 2017

2. The Claimant's claim for protected disclosure detriment under s47B Employment Rights Act 1996 regarding a claimed detriment in relation to the instigation of an absence management procedure in 2017

3. The Claimant's claim for a failure to make reasonable adjustments under s20-21 Equality Act 2010 regarding a claimed failure over a customs training course in August 2021

The Claimant's other claims proceed.

Approved by:
Employment Judge Reid
Dated: 9 September 2026