Case Number: 6001552/2025

EMPLOYMENT TRIBUNALS

Claimant: **Ms F Arras**

Respondent: **Santa Maria Novella UK Limited**

RECORD OF A PRELIMINARY HEARING

Heard at: London South Employment Tribunal by video
On: 22 October 2026

Before: Employment Judge Burge

Appearances
For the Claimant: In person
For the Respondent: Mr M Green, Counsel

JUDGMENT

It is the Judgment of the Tribunal that:

1. The Claimant's claim was not presented within the applicable time limit and

    a. it is not just and equitable to extend the time limit in respect of the complaints of direct race discrimination and direct sexual orientation discrimination

    b. it is just and equitable to extend the time limit in respect of the complaint of harassment related to sex.

2. The complaint of harassment related to sex will therefore proceed.

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Approved by:

Employment Judge Burge

22 October 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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 the parties request written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/