



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Ms Bentley

**Respondent**  
Horizon Care and Education Ltd

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING

**HELD AT** Birmingham                      **ON** 25 August 2021  
**EMPLOYMENT JUDGE** Harding

### Representation

**For the Claimant:** In Person  
**For the Respondent:** Mr Ashwood, Solicitor

## JUDGMENT

The claimant's claims are out of time. It was reasonably practicable for the claims to be submitted within time. Accordingly, the tribunal has no jurisdiction to hear the claims and they are dismissed.

*Note: the judge has been informed of the claimant's request for written reasons made by email at 7.44am on 26 August. These will be produced in due course.*

**Employment Judge Harding**  
26 August 2021