



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Hill

**Respondents:** 1. The Chief Constable of Lancashire Constabulary  
2. M Morley  
3. D Oldfield

## PRELIMINARY HEARING

**Heard at:** Manchester

**On:** 5 + 6 December 2023

**Before:** Employment Judge Batten (sitting alone)

**Representation:**

For the claimant:

in person

For the first, second and third respondents:

V Von Wachter, Counsel

For the Police Federation of England and Wales:

N Caiden, Counsel

## JUDGMENT

**Employment Tribunals Rules of Procedure 2013  
Rule 53**

**Upon hearing from the parties present, the judgment of the Tribunal is that:**

1. The former fourth and fifth respondents were at all material times acting in the capacity of Police Federation representatives, in circumstances whereby the first respondent cannot be vicariously liable.
2. The complaint of detriment for making a protected disclosure is dismissed because it was not presented to the Tribunal in accordance with the relevant provisions of the Employment Rights Act 1996 in circumstances where the Tribunal was satisfied

that it was reasonably practicable to present the complaint before the end of the period of three months;

3. The age discrimination complaint is dismissed because it was not presented to the Tribunal within the time limit prescribed by section 123(1) of the Equality Act 2010 and the Tribunal does not consider it just and equitable to extend time for this complaint.

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Employment Judge Batten

Date: 6 December 2023

JUDGMENT SENT TO THE PARTIES ON:  
12 December 2023

FOR THE TRIBUNAL OFFICE

### **Notes**

Reasons for the judgment having been given orally at the hearing, 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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>