



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C Moles

**Respondent:** Savers Limited

**Heard at:** Cardiff, by video

**On:** 9 February 2024

**Before:** Employment Judge Cawthray

**Representation**

**Claimant:** In person, represented by her mother, Mrs. Moreton – not legally qualified

**Respondent:** Mrs. O'Callaghan, Counsel

## JUDGMENT

1. The complaints of unlawful deduction from wages, holiday pay and notice pay were not presented within the applicable time limit. It was reasonably practicable to do so. The complaints of unlawful deduction from wages, holiday pay and notice pay are therefore dismissed.
2. The complaint of direct sex discrimination and harassment were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.

Employment Judge G Cawthray

Date 9 February 2024

JUDGMENT SENT TO THE PARTIES ON 12 February 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

**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**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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