



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Brewster  
**Respondent:** Stamford Endowed Schools  
**Heard at:** Cambridge Employment Tribunal  
**On:** 4 November 2024  
**Before:** Employment Judge Hutchings

## Representation

**Claimant:** Mr Hyland, solicitor  
**Respondent:** Mr Perry, counsel

# JUDGMENT

1. The claimant's claim of unfair dismissal is dismissed as having been presented out of time.
2. The claim was presented after the expiry of the statutory time limit set out in section 111 (2) and (2A) of the Employment Rights Act 1996. That time limit cannot be extended because it was reasonably practicable for the claimant to present his claim within the time limit.

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Employment Judge Hutchings

4 November 2024

JUDGMENT SENT TO THE PARTIES ON - 21/11/2024

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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**

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/>