



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Mrs Belo

BUPA Care Services Limited

**Heard at:** Watford

**On:** 18 November 2024

**Before:** Employment Judge Cowen

## Appearances

**For the Claimant:** Mrs Belo (in person) (with Portuguese interpreter)

**For the Respondent:** Mr Price (counsel)

## JUDGMENT

1. The complaint of unfair dismissal was not presented within the applicable time limit, but it was not reasonably practicable to do so. The complaint of unfair dismissal will therefore proceed.
2. The complaint of race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint of race discrimination is therefore dismissed.

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Employment Judge Cowen

Date: 18 November 2024

Sent to the parties on:

2/1/2025

N Gotecha

For the Tribunal Office

### Note

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.

**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/>