



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Lisa Bottoms  
**Respondent:** Barchester Healthcare Limited  
**Heard at:** Southampton **On:** 31 July 2019  
**Before:** Employment Judge Richardson  
**Representation**  
**Claimant:** In person  
**Respondent:** Mr Gorry

## JUDGMENT

1. The Tribunal does not have jurisdiction to hear the claims in respect of the claims of race discrimination at Rothsay Grange Care Home up to 18 March 2018. Those claims are out of time and it is not just and equitable to extend time.
2. In relation to the claims at Milford House Care Home, some of those claims may be out of time but it shall be for the Tribunal to determine at the Hearing if such acts were continuing acts and whether, if any were not, it is just and equitable to allow those claims to proceed as if they were brought within an appropriate period of time.
3. The Tribunal does not have jurisdiction to hear the claim of unfair dismissal as the claimant has less than two years' service.

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Employment Judge Richardson

Date: 13 August 2019

JUDGMENT SENT TO THE PARTIES ON

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.