



EMPLOYMENT TRIBUNALS

Claimant: Mr O Osoba

Respondent: Paragon Bank Business Finance PLC

Heard at: Southampton **On:** 16 March 2018

Before: Employment Judge Craft

Representation
 Claimant: In person
 Respondent: Mr S Wyeth of counsel

JUDGMENT FOLLOWING PRELIMINARY HEARING

1. The Claimant’s claims of race and disability discrimination cannot be considered by the Employment Tribunal because they were presented to the Tribunal after the end of the period of 3 months beginning with when the acts complained of occurred contrary to s.123(1)(a) Equality Act 2010 and the Tribunal has determined that it would not be just and equitable to extend time under s.123(1)(b) of the Act to allow the claims to proceed.
2. The Claimant’s claim of constructive unfair dismissal (for which it has been determined he did have sufficient continuous employment and for which reason it could be reinstated) is dismissed under Rule 37(1)(a) of the Employment Tribunals Rules of Procedure 2013 (as amended) because the Tribunal considers that the claim has no reasonable prospect of success.

 Employment Judge Craft

Date _____

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.