



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr K Banham**

**v**

**Hughes of Beaconsfield Ltd**

**Heard at:** Watford

**On:** 31 January 2019

**Before:** Employment Judge Clarke QC

## **Appearances**

**For the Claimant:** In person

**For the Respondent:** Mrs C Hitchen, Consultant

## **JUDGMENT**

1. The claims for unfair dismissal and age discrimination were presented outside the primary limitation period applicable to each. It was reasonably practicable for the claimant to have presented his unfair dismissal claim within the primary limitation period. It is not just and equitable to extend time for the presentation of his discrimination claim.
2. All claims (of unfair dismissal and age discrimination) are dismissed for want of jurisdiction.

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Employment Judge A Clarke QC

Date: .....5 March 2019.....

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.