



EMPLOYMENT TRIBUNALS

Claimant: Mr M Bishop

Respondent: JB Riney & Co Limited

Heard at: East London Hearing Centre (in private, by telephone, audio (A))

On: Thursday 4th June 2020

Before: Employment Judge Reid

Representation

Claimant: In person

Respondent: Ms Reynolds, Eversheds Sutherland

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was audio (A). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing. The documents before the Tribunal were the ET1, ET3, the Tribunal's letter to the claimant dated 18th May 2020 and the Respondent's PH agenda. The decision made is set out below.

JUDGMENT

The judgment of the Tribunal is that:-

- 1. The Claimant's claim for unfair dismissal is out of time because it was brought beyond the three month time limit specified in s111(2)(a) Employment Rights Act 1996 and the Tribunal has decided not to extend time under s111(2)(b) Employment Rights Act 1996.**
- 2. The Claimant's claim for race discrimination is out of time because it was brought beyond the three month time limit specified in s123(1)(a) Equality Act 2010 and the Tribunal has decided not to extend time under s123(1)(b) Equality Act 2010.**

3. Both claims are therefore dismissed.

Employment Judge Reid
Date: 4 June 2020