



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr A Yassine

**Respondent**

Alaraby Television Network Ltd

v

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Norwich (by CVP)

**On:** 10 August 2020

**Before:** Employment Judge Postle (sitting alone)

### Appearances

**For the Claimant:** In person.

**For the Respondent:** Mr Greaves, Counsel.

### COVID-19 Statement on behalf of Sir Ernest Ryder, Senior President of Tribunals

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

## JUDGMENT

1. The claimant's claim for unfair dismissal under the Employment Rights Act 1996 is out of time, it being reasonably practicable to have issued the claim in time, the Tribunal has no jurisdiction and the claim is dismissed.
2. The claimant's claims under the Equality Act 2010 for religious discrimination are out of time as nothing has been advanced before the Tribunal justifying exercising its discretion to extend time under the just

and equitable principle and thus the claims under the Equality Act are dismissed, the Tribunal having no jurisdiction.

\_\_\_\_\_  
Employment Judge Postle

Date: 15 September 2020.....

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.