



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Takhar

**Respondent:** Boots Opticians Professional Services Limited

**Heard at:** Bristol

**On:** 12 October 2020

**Before:** Employment Judge Oliver

## Representation

Claimant: In person

Respondent: Mr A Graham, solicitor

## JUDGMENT ON A PRELIMINARY HEARING

1. The claims of detriment for making a protected disclosure were not brought within time and it was reasonably practicable to bring those claims within time. These claims are struck out.
2. The claims for direct discrimination and harassment on grounds of race are to proceed to the full hearing as the claimant has shown a prima facie case that the complaints are capable of being an act extending over a period.
3. The claimant is permitted to amend his claim to add a claim for race discrimination relating to his treatment at a back to work meeting on 21 March 2019.

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Employment Judge Oliver

Date 12 October 2020

### **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 in 14 days of the sending of this written record of decision