



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Archer  
**Respondent:** Gallions Primary School  
  
**Heard at:** East London Hearing Centre  
**On:** Monday 12 October 2020  
**Before:** Employment Judge Russell  
  
**Representation**  
**Claimant:** In person  
**Respondent:** Mr Moher (Solicitor)

## JUDGMENT

The Judgment of the Employment Tribunal is that:

1. It was reasonably practicable for the Claimant to have presented his claim within time, he did not do so and the claim for unfair dismissal is dismissed.
2. The claim for race discrimination was presented out of time. It is just and equitable to extend time to permit the claim of race discrimination in respect of dismissal only to be heard by the Employment Tribunal.

Employment Judge Russell  
Date: 3 December 2020