



EMPLOYMENT TRIBUNALS

Claimant: Mr W Rafiq

Respondent: Accident Exchange Limited

JUDGMENT ON A PRELIMINARY HEARING

Heard at: Birmingham by CVP **On:** 17 February 2021

Before: Employment Judge Connolly (sitting alone)

Appearances

For the claimant: In person

For the respondent: Mr I Sadiq (Group Counsel and Company Secretary)

This was a remote hearing by video which was not objected to by the parties and is denoted by the 'V' in the case number above.

JUDGMENT

1. By consent, the name of the respondent is changed to that shown above.
2. By consent, the claim of unfair dismissal is struck out on the grounds that the claimant does not have two years continuous employment with the respondent which is required to bring such a claim.
3. The race and disability discrimination claims were presented outside the statutory three month time period. It is not just and equitable to extend time / permit them to proceed. They are therefore dismissed.
4. For the avoidance of doubt, all the claimant's claims in Case No.1309320/2020 are dismissed by reason of the foregoing.

Employment Judge Connolly
Signed on 17 February 2021

Note

Reasons for the Judgment having been given orally at the hearing and written reasons not having been requested, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here:

<https://www.gov.uk/appeal-employment-appeal-tribunal>