



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Mr Ben Kwaku

Royal Mail Group Limited

## RECORD OF AN OPEN PRELIMINARY HEARING

**Heard at:** Watford  
Claimant: in person  
Respondent by: CVP  
**On:** 18 May 2021

**Before:** Employment Judge Alliott (Sitting alone)

### Appearances

**For the Claimant:** In person  
**For the Respondent:** Ms Kelly Faulkner (Solicitor)

### COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

**“This has been a remote hearing in person not objected to by the parties. The form of remote hearing was CVP.”**

## JUDGMENT

The judgment of the tribunal is that:

1. The claimant’s claim of unfair dismissal was not presented in time and it was reasonably practicable to present it in time. Accordingly, the unfair dismissal claim is struck out.
2. The claimant’s claims of discrimination on the grounds of race and/or sex were not presented in time and it is not just and equitable to extend time. Accordingly, the race and/or sex discrimination claims are struck out.

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**Employment Judge Alliott**

Date: 17 June 21

Sent to the parties on: 29 June 21

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.