



THE EMPLOYMENT TRIBUNALS

VIDEO PUBLIC PRELIMINARY HEARING

Claimant: Mr J Ikegwu

Respondent: Oasis Foods Limited

Heard: Remotely (by video link) **On:** 4 August 2021

Before: Employment Judge Shore

Claimant: In Person
Respondent: Mr N O'Kane, Counsel

JUDGMENT

The judgment of the tribunal is that:-

1. The Tribunal does not have jurisdiction to hear the claimant's claim of unfair dismissal, as it was not presented in the period prescribed by section 111(2) or (3) of the Employment Rights Act 1996 and is therefore dismissed.
2. The claimant's application to amend his claim to add claims of harassment related to the protected characteristic of race contrary to section 26 of the Equality Act 2010 and victimisation contrary to section 27 of the Equality Act 2010 is refused.
3. The respondent's application to strike out the claimant's claims in their entirety is refused.
4. The claimant's claim of direct race discrimination contrary to section 13 of the Equality Act 2010 will proceed to trial. A separate case management order will be issued.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

EMPLOYMENT JUDGE SHORE

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE SHORE ON
4 August 2021**

JUDGMENT SENT TO THE PARTIES ON
.....

AND ENTERED IN THE REGISTER
.....

FOR THE TRIBUNAL

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.