



**EMPLOYMENT TRIBUNALS
BETWEEN**

Claimant

Respondent

AND

Mr S Kamalarajan

Shred-It Limited

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL
AT A PRELIMINARY HEARING**

HELD AT Bristol (by video) **ON** 1st October 2021

EMPLOYMENT JUDGE A Richardson

Representation

For the Claimant: in person

For the Respondent: Mr J Arnold, Counsel

JUDGMENT

The judgment of the Tribunal is that

- (1) The Claimant's claim of unlawful deduction from wages was brought in time.
- (2) The Claimant's claim of unfair dismissal was brought out of time and it was reasonably practicable for the claim to have been brought in time. The claim is dismissed.
- (3) The Claimant's claims of disability and race discrimination were brought out of time. It is not just and equitable to extend time. The claims are dismissed.

Notes 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/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment A Judge Richardson

Date: 06 October 2021

Judgment sent to Parties: 20 October 2021
FOR THE TRIBUNAL OFFICE

Schedule to Judgment

Incident no. 1 indirect discrimination - S19 EqA 2010

Amendment not allowed.

Incident 2: March 2020 K Southern – S13 EqA 2010

Amendment not allowed.

Incident 3: 9 April 2020 L Hampton – S26 EqA 2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

Incident 4: 9 April 2020 L Hampton - section 26 EqA.2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.

Incident 5: 10 April 2020 the Porter – S26 EqA 2010

Amendment not allowed

Incident 6: 10 April 2020 D McNair – S26 EqA 2010

Amendment not allowed

Incident 7: 14 April 2020 L Hampton - section 26 EqA 2010

Amendment allowed.

Incident 8: 30 April 2020 L Hampton – S26 EqA 2010

Amendment allowed in respect of the protected characteristic of race.

Amendment not allowed in respect of the protected characteristic of disability.