



EMPLOYMENT TRIBUNALS

Claimant: Mr J Jaffrey

Respondent: Euro Garages Ltd

Heard at: Southampton **On:** 28 February, 1 and 2 March 2022

Before: Employment Judge Craft

Members: Mr N Knight, Mrs A Sinclair

Representation

Claimant: Himself

Respondent: Mr P Keith, Counsel

UNANIMOUS JUDGMENT

1. The Tribunal has no jurisdiction to consider the Claimant's claim made pursuant to s.45 of the Employment Rights Act 1996 because it was not submitted within the time limited set out in s.48 of the Act when it was reasonably practicable for the Claimant to have submitted this claim within the statutory time limit. The claim is dismissed for this reason.
2. The Claimant's claims of direct race discrimination and harassment by reason of race contrary to s.13 and s.37 of the Equality Act 2010 arising from the alleged conduct of Mr Anderson Chogogudza on 30 September 2019 fail and are dismissed.
3. The hearing of the Claimant's remaining claims in these proceedings has been adjourned and will resume on Monday 27 and Tuesday 26 June at Southampton Employment Tribunals commencing at 10 am.

Employment Judge Craft
Date: 15 March 2022

Judgment sent to parties: 30 March 2022

FOR THE TRIBUNAL OFFICE