



EMPLOYMENT TRIBUNALS

Claimant

Mr Anthony Miller

-v-

Respondent

Sandwell Children's Trust
(a company limited by guarantee)

FINAL MERITS HEARING (CONDUCTED IN PART IN PERSON AND IN PART VIA THE CLOUD VIDEO PLATFORM)

Heard at: **Centre City Tower, Birmingham**

On: **12-15 December 2022**

Before: **Employment Judge Perry** Members: **Mrs B Astill & Mr D Faulconbridge**

Appearances

For the Claimant:

In person

For the Respondent:

Mr N Carr (Counsel)

JUDGMENT

1. The claimant's complaints were presented out of time. It is just and equitable to extend time.
2. The respondent did not directly discriminate against the claimant because of his race in contravention of Part 5 Equality Act 2010. The claimant's complaints are dismissed.

Employment Judge Perry

Dated: 15 December 2022

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.

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at www.gov.uk/employment-tribunal-decisions. The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.