



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Singh

**Respondent:** Iceland Foods Ltd

**Heard at:** Watford **On:** 30<sup>th</sup> and 31<sup>st</sup> March 2023

**Before:** Employment Judge Dick  
Mr N Boustred  
Mr D Wharton

**Representation**

Claimant: In person  
Respondent: Mr P Starcevic (counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Respondent's name is amended to Iceland Foods Ltd
2. The claim was not presented within three months of the acts complained of or within such other period as the Tribunal thinks was just and equitable. The claim was therefore presented outside the time limits in sections 123(1)(a) & (b) of the Equality Act 2010 and is dismissed on the basis that the Tribunal has no jurisdiction to hear it.

*J A Dick*

Employment Judge **Dick**

12<sup>th</sup> April 2023

JUDGMENT SENT TO THE PARTIES ON

30.4.2023

GDJ  
FOR THE TRIBUNAL OFFICE

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/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.