



EMPLOYMENT TRIBUNALS

Claimant: Mr France Maria

Respondent: London Ambulance Service NHS Trust

Heard at: London South (remote hearing) **On:** 5, 6, 7, 8, 9 June 2023

Before: Employment Judge B Smith (sitting with members)
Ms J Saunders
Ms S Dengate

Representation

Claimant: In person

Respondent: Mr A Ross (Counsel)

JUDGMENT

1. The claim for direct race discrimination is dismissed because it is presented outside of the primary time limit, and it is not just and equitable to extend time, and so the Tribunal has no jurisdiction to hear it.
2. The claim for harassment related to race is dismissed because it is presented outside of the primary time limit, and it is not just and equitable to extend time, and so the Tribunal has no jurisdiction to hear it.
3. The claim for victimisation is not well-founded and is dismissed.
4. The claim of being subject to a detriment on grounds related to union membership or activities is dismissed because it is presented outside the primary time limit and it was reasonably practicable for the claim to be made to the Tribunal within the time limit, so the Tribunal has no jurisdiction to hear it.
5. The claimant must pay to the respondent £3,000 in respect of costs no later than 9 August 2023.

Employment Judge Barry Smith
9 June 2023