



EMPLOYMENT TRIBUNALS

Claimant

Mr M Kamara

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Respondent

SEAL Security UK Ltd
t/a Silverseal

Heard at: London Central (in person)

On: 11 – 25 September 2023

Before: Employment Judge Baty
Ms Z Darmas
Mr R Baber

Representation:

For the Claimant: Mr D Lamina (McKenzie Friend)
For the Respondent: Mr J Munro (Solicitor)

JUDGMENT

1. The claimant's complaints (where in each case the alleged act or omission took place prior to 19 November 2021) of harassment related to race, direct race discrimination, direct discrimination because of religion or belief, and victimisation, were presented out of time and it was not just and equitable to extend time. The tribunal does not therefore have jurisdiction to hear these complaints and they are therefore struck out. If the tribunal had had jurisdiction to hear these complaints, they would all have failed.

2. The claimant's complaints of unpaid wages, of a failure to provide rest breaks and (where in each case the alleged act or omission took place prior to 19 November 2021) of detriment because of making a protected disclosure were presented out of time and it was reasonably practicable to have presented them in time. The tribunal does not therefore have jurisdiction to hear these complaints and they are therefore struck out. If the tribunal had had jurisdiction to hear these complaints, they would all have failed.

3. The claimant's complaints of unfair dismissal, breach of contract (notice pay), automatically unfair dismissal because of making a protected disclosure, for unpaid holiday pay; and his complaints (where in each case the alleged act or omission took place on or after 19 November 2021) of harassment related to race, direct race discrimination, direct discrimination

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because of religion or belief, victimisation, and detriment because of making a protected disclosure, all fail.

25 September 2023

Employment Judge Baty

JUDGMENT SENT TO THE PARTIES ON

.25/09/2023

FOR THE TRIBUNAL OFFICE

Note

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.