



# EMPLOYMENT TRIBUNALS

**Claimant:**

Mr J J Oczkowicz

v

**Respondent:**

The Langley Hall Primary  
Academy Trust

**Heard at:**

Reading

**On:** 21 November 2023

**Before:**

Employment Judge Anstis (sitting alone)

**Appearances**

**For the Claimant:**

Ms N Kaur

**For the Respondent:**

Ms A Johns (counsel)

## JUDGMENT

1. All of the claimant's claims except for the claims of direct sex and race discrimination occurring on 28 February 2023 and the claims described in para 2 of this judgment are dismissed.
2. It is just and equitable to extend time in respect of the claimant's claims of alleged direct sex and direct race discrimination occurring on 26 January 2023 (which are described at paras 4.2.2-4.2.5 and 5.2.2-5.2.5 of the order of EJ Shields dated 9 October 2023).

**Employment Judge Anstis**

Date: 21 November 2023

Sent to the parties on:

5 January 2024 .....

.....  
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.

### Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>