



EMPLOYMENT TRIBUNALS

Claimant: Mr P Basham
Respondent: NHS Blood and Transplant
Heard at: Watford Employment Tribunal (In public; In person)
On: 13 to 15 and 20 to 22 November 2023 (six days)
Before: Employment Judge Quill; Mr Bean; Mr Scott

Appearances

For the claimant: In Person
For the respondent: Ms A Palmer, counsel

JUDGMENT

- (1) The complaints of race discrimination identified in items 2.1.15 and 2.1.16 of the list of issues are in time, but the complaints fail on their merits and are dismissed.
- (2) The complaints of race discrimination identified in items 2.1.01 to 2.1.14 of the list of issues are out of time, and the Tribunal does not extend time. They are therefore outside the Tribunal's jurisdiction.
- (3) Therefore, all of the claims fail.

Employment Judge Quill

Date: 23 November 2023

JUDGMENT SENT TO THE PARTIES ON

9/1/2024

N Gotecha .
FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>