



EMPLOYMENT TRIBUNALS

Claimant: Mr P Adohu

Respondent: Getir Company UK Limited

Heard at: Liverpool

On: 17 January 2024

Before: Employment Judge Ainscough (sitting alone)

Appearances

For the claimant: In person

For the respondent: Mr Price, Counsel

JUDGMENT

1. The claimant has no reasonable prospect of success of proving that the allegations of harassment related to sexual orientation amount to conduct extending over a period. It would not be just and equitable to extend time to allow these allegations to progress to a final hearing. The claim for harassment related to sexual orientation is therefore struck out.
2. The claimant has no reasonable prospect of success of proving that the allegation of harassment related to age with regard to his line manager, Michael Thompson, amounts to conduct extending over a period. It would not be just and equitable to extend time to allow the claimant to pursue this allegation to a final hearing. The claim for harassment related to age with regard to the claimant's line manager, Michael Thompson, is therefore struck out.
3. The claim for breach of contract for the alleged failure of the respondent to follow its own disciplinary procedure has no reasonable prospect of success. This claim is struck out.

Employment Judge Ainscough

Date: 23 January 2024

JUDGMENT SENT TO THE PARTIES ON

31 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 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/>