



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Singh

**Respondent:** Royal Opera House Covent Garden Foundation

**Heard at:** London South ET in public; by CVP      **On:** 19 February 2024

**Before:** EJ Rea

## Representation

**Claimant:** Ms Stirton, lay representative

**Respondent:** Mr Hignett, counsel

# JUDGMENT

1. The claimant has no reasonable prospect of establishing:
  - a. that alleged discriminatory acts taking place in November 2019 were part of a course of conduct over a period that ended in April 2022; or
  - b. that it is just and equitable to extend the time limit for bringing complaints of discrimination in relation to those acts.

The complaints of discrimination in relation to those acts are therefore struck out under Employment Tribunal Rule 37(1)(a).

2. The Claimant's remaining complaints of race discrimination relating to the investigation taking place in March and April 2022 are struck out under Employment Tribunal Rule 37(1)(a) because they have no reasonable prospect of success.

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Employment Judge Rea

Date 19 February 2024

JUDGMENT SENT TO THE PARTIES ON  
27<sup>th</sup> February 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.

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**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/>