



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms H Alexis

**Respondent:** Santander UK PLC

**Heard at:** Nottingham **On:** 11, 12, 13 & 14 March 2024

**Before:** Employment Judge McTigue  
Ms J Hallam  
Mr D Green

**Representation**

Claimant: Mr M Greaves, Counsel

Respondent: Litigant in person

## JUDGMENT

1. The complaints set out at issues 2.1.1, 2.1.3, 2.1.4 and 2.1.5 were struck out under Employment Tribunal Rule 37(1)(a) because they had no reasonable prospect of success.
2. The complaints set out at issues 2.1.2 and 2.1.6 were not presented within the applicable time limit. It is not just and equitable to extend the time limit. Those complaints are dismissed.
3. The remaining complaint of direct race discrimination at issue 2.1.7 is not well-founded and is dismissed.
4. The remaining complaint of harassment related to race at issue 2.1.7 is not well-founded and is dismissed.

Employment Judge McTigue

Date: 14 March 2024

JUDGMENT SENT TO THE PARTIES ON

....06 April 2024.....

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**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/>