



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. V. Raghavakurup (AKA Mr. Kurup)

**Respondent:** North Tees and Hartlepool NHS Foundation Trust

**Heard at:** Teesside Justice Hearing Centre

**On** 17 to 21 and 24 to 27 June 2024

**Before:** Employment Judge T.R. Smith

**Mrs. S. Donn**

**Mr. P. Curtis**

## Representation

**Claimant:** The claimant (in person)

**Respondent :** Ms. R Levine ( of counsel)

# JUDGMENT

- 1.The claimant's complaint of direct race discrimination is not well founded and is dismissed.
- 2.The claimant's claim of harassment related to race is not well founded and is dismissed.
- 3.The claimant's complaint of victimisation is not well founded and is dismissed.
- 4.The claimant's complaint of being subjected to a detriment for making protected disclosures is not well founded and is dismissed.

5. Further or in the alternative the claimant's complaints of discrimination were not presented within the time limit set out in section 123 Equality Act and it was not just and equitable to extend time.

6. The claimant's claim of being subjected to a detriment on the ground he made a protected disclosure was not presented within the time limit set out in section 48 Employment Rights Act 1996 or within such further time as the tribunal considered reasonable.

Employment Judge **T.R. Smith**

Date 27 June 2024

### **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**

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