



EMPLOYMENT TRIBUNALS

Claimant: Mr Abinhav Sharma

Respondent: Jaguar Land Rover Limited

PRELIMINARY HEARING

Heard at: Birmingham (in public)

On: 27 June 2024

Before: Employment Judge Camp

Appearances

For the Claimant: Ms R White, counsel

For the Respondent: Miss H Gardiner, counsel

JUDGMENT & ORDER

1. The following complaints (and only them) are dismissed on the basis that the Tribunal has no jurisdiction to deal with them because of time limits: the complaints of direct race discrimination numbered 2.2.1 and 2.2.2 in the agreed list of issues, relating to things that allegedly happened in September 2017 and September 2019.
2. No decision about time limits has been made in relation to or relevant to any other complaint and any time limits issues arising in other complaints will be dealt with at the final hearing.
3. Permission to the Claimant to amend his claim to add a complaint of direct race discrimination about him being designated C-grade rather than D-grade and being paid as such in and from 2019 is refused.
4. The victimisation complaint numbered 7.3.2 in the agreed list of issues, relating to the Claimant's job title allegedly being changed on 13 September 2022, is struck out on the grounds that it has no reasonable prospects of success.
5. The Respondent has not shown that the complaints numbered 7.3.4 and 7.3.5 in the agreed list of issues have no or little reasonable prospects of success and neither of them is struck out, nor is a deposit order made in relation to it.
6. Reasons were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Case Number: 1300105/2023

Employment Judge Camp

1st July 2024