



EMPLOYMENT TRIBUNALS

Claimant: Mr O Beckford

Respondent: London and Quadrant Housing Trust

JUDGMENT

The claimant's application dated 21 July 2024 for reconsideration of the judgment sent to the parties on 4 April 2022 is refused.

REASONS

There is no reasonable prospect of the original decision being varied or revoked, because:

1. The claimant's application for a reconsideration of the decision made on 9 March 2022 was received more than 14 days after the date on which the decision was sent to the parties. Having considered the reasons given for the delay, Employment Judge Barker refuses to extend the time as it is not in the interests of justice to do so. The application for a reconsideration is therefore rejected.
2. Even if the application had been allowed to be made by extending time by over two years from the expiry of the original deadline, in neither case was it a decision made by a judge to dismiss the claimant's claims for age discrimination and disability discrimination, as in relation to both claims the claimant withdrew them himself. The dismissal judgments of 4 April 2022 and 10 February 2023 record the claimant's own decision.
3. The claimant applies on the basis that he was coerced into withdrawing his age discrimination and disability discrimination complaints during the one-day case management preliminary hearing on 9 March 2022.
4. Taking each claim in turn, he did not withdraw his disability discrimination claims on 9 March 2022 but was given time after the hearing to clarify them. His disability discrimination claims were withdrawn by him at a hearing before EJ Wright on 27 January 2023 and dismissed subsequently in a judgment recording his withdrawal on 10 February 2023.

5. In relation to the age discrimination claim, the claimant withdrew this during the hearing on 9 March 2022. Given that the hearing was for a day on 9 March 2022, and the claimant's claims were discussed in detail throughout the hearing, there was opportunity for him to consider which claims he wished to bring and which he wished to withdraw. Where he told the Tribunal he was unsure, for example in relation to disability discrimination, he was given 21 days after the hearing to think about it and write to the Tribunal with his decision. This is noted in the record of the case management discussion. After this lengthy discussion, he withdrew the age discrimination claims. He was under no pressure or obligation to do so but he made it clear to the Tribunal that he did not want to carry on with any age discrimination claims. These were subsequently dismissed by the Tribunal as a consequence.

Employment Judge Barker
Date: **24 July 2024**

JUDGMENT SENT TO THE PARTIES ON
31 July 2024

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FOR THE TRIBUNAL OFFICE