



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Gbaja-Biamila

**Respondent:** London Borough of Hounslow

**Heard at:** Croydon (by video (CVP))      **On:** 3 July 2024

**Before:** Employment Judge Leith

## Appearances

For the claimant: In person

For the respondent: Ms Smith (Counsel)

# JUDGMENT

1. The complaint of direct age discrimination was presented outside the applicable time limit. Accordingly, the Tribunal does not have jurisdiction to consider it, and it is dismissed.

---

Employment Judge Leith  
Date: **4 July 2024**

**Case Numbers: 2304320/2022  
2301115/2023  
2306755/2023**

### 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

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/>