



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Abdullah

**Respondent:** Krispy Kreme (UK) Limited

## JUDGMENT

The claimant's application dated 13 May 2024 for reconsideration of the judgment sent to the parties on 7 May 2024 is refused.

## REASONS

1. There is no reasonable prospect of the original decision being varied or revoked, because the decision was that the claims of race discrimination and harassment and religious discrimination and harassment prior to 17 June 2021 were out of time and that there should be no extension of time under the just and equitable discretion. There is no reason offered by the Claimant in her application as to why that decision ought to be changed.
2. The Claimant's letter of 12 May 2024 attaches emails between the Claimant and her GMB trade union representative, which outline the advice given to her in August 2021 and in October 2021 with regard to the deadline for issuing a claim in the Employment Tribunal.
3. Neither of these emails of advice address the fact that the Claimant's allegations of discrimination range in date from 14 October 2020 to 5 August 2021. As noted in the oral judgment (and written reasons) the only allegation which occurred after 17 June 2021 was the dismissal, which the Tribunal did consider, but ultimately dismissed.
4. The Claimant has offered no further evidence of why the Tribunal's discretion to extend time on a just and equitable basis in relation to her

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earlier allegations should be changed and therefore there is no prospect of the decision being varied or revoked.

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Employment Judge S Cowen

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Date: 27 August 2024

JUDGMENT SENT TO THE PARTIES ON

3 September 2024

FOR THE TRIBUNAL OFFICE