



EMPLOYMENT TRIBUNALS

Claimant: Mr N Ardom

Respondent: Bidvest Noonan (UK) Limited

Heard at: London Central (by CVP)

On: 25 November 2024

Before: Employment Judge Davidson

REPRESENTATION:

Claimant: in person

Respondent: Mr F Clarke, Counsel

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Reasonably practicable time limit: claim out of time

1. The claim for unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed. If it had not been reasonably practicable to present the claim within time, it was not presented within a reasonable time thereafter.

Just and equitable time limit: claim out of time

2. The complaint of discrimination (understood to be a claim for race discrimination) was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

**Employment Judge Davidson
25 November 2024**

Judgment sent to the parties on:

28 November 2024

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For the Tribunal:

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