



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs Diana Alleyne

v

Asmaa Salman Khaled Al Sabah

Heard at: London Central (in public; by video)

On: 23 December 2024

Before: Employment Judge **P Klimov** (sitting alone)

Appearances:

For the claimant: **Mr M Raffell**, legal representative

For the respondent: **Mr A Miah**, counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaints of:
 - a. unfair (constructive) dismissal (ss.94, 95 and 98 of the Employment Rights Act 1996 (“**ERA**”)),
 - b. unauthorised deduction from wages (s. 13 ERA), and
 - c. failure to provide itemised pay statements (s.8 ERA)

were not presented within the applicable time limit. It was reasonably practicable to do so. These complaints are therefore dismissed.

2. The complaints of:
 - a. direct discrimination because of religion (s. 13 of the Equality Act 2010 (“**EqA**”)),
 - b. harassment related to religion (s.26 EqA), and
 - c. harassment related to race (s.26 EqA)

were not presented within the applicable time limit. It is not just and equitable to extend the time limit. These complaints are therefore dismissed.

3. It follows, the claimant’s entire claim is dismissed for want of jurisdiction.

Employment Judge Klimov

23 December 2024

Sent to the parties on:

3 January 2025

.....
.....

For the Tribunals Office