



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A. Douglas

**Respondent:** Teleperformance Limited

**Heard at:** Bristol ET, via CVP      **On:** 14 February 2025

**Before:** Employment Judge G. King

**Representation**

For the Claimant: In person

For the Respondent: Miss S. Lundy – HR manager

## JUDGMENT

1. The Claimant's claims of discrimination are dismissed for lack of jurisdiction. The claims were presented to the Tribunal outside the time limit in section 123 Equality Act 2010 and it was not just and equitable to extend the time limit to allow the claims to proceed (section 123(1)(b) Equality Act 2010).

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Employment Judge G. King

Date: 14 February 2025

JUDGMENT SENT TO THE PARTIES ON  
4 March 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE

**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/>