



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Rajta

**Respondent:** Breckland Council

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Bury St Edmunds (by CVP)

**On:** 25 March 2025

**Before:** Employment Judge Laidler (sitting alone)

### Appearances

**For the Claimant:** In person

**For the Respondent:** Mr M Horn, Solicitor

## JUDGMENT

- (1) The claim received on 10 June 2024 was received significantly out of time.
- (2) In relation to the claim of unfair dismissal, it was reasonably practicable for the claim to have been presented the claim in time. It being out of time the claim is dismissed.
- (3) In relation to the complaint of race discrimination, it is not just and equitable to extend time. The claim therefore having been received out of time is dismissed.

### Approved by:

Employment Judge Laidler

Date: 28 March 2025

Sent to the parties on: 28 April 2025

For the Tribunal:

### 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 is likely to be payable in most but not all circumstances. 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/>