



EMPLOYMENT TRIBUNALS

Claimant: Mr Paul Cain

Respondents: Hinduja Global Solutions UK Limited

HELD AT: Manchester (In public by video) **ON:** 9 May 2025

BEFORE: Judge Cowx (sitting alone)

REPRESENTATION:

Claimant: Mr Cain represented himself

Respondent: Mr Kashif Ali of Counsel

JUDGMENT

1. The claimant's claim of disability discrimination contrary to the Equality Act 2010 was presented out of time on the 10th of May 2024. It was also not presented within such other period as the Tribunal thought was just and equitable. Pursuant to Section 123(a) of the Equality Act 2010 the Tribunal has no jurisdiction to hear the claimant's claim and it is dismissed on this basis.
2. In the alternative, the claimant's claim of disability discrimination contrary to the Equality Act 2010 is struck out pursuant to Rule 38(1)(a) of the Employment Tribunal Rules because it has no reasonable prospect of success.

Judge Cowx
9 May 2025

JUDGMENT SENT TO THE PARTIES ON

10 June 2025

FOR THE TRIBUNAL OFFICE

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.