



EMPLOYMENT TRIBUNALS

Claimant: Mr A Essa

Respondent: Abba Cars Warrington Limited

Heard at: Liverpool (in public; via CVP)

On: 14th May 2025

Before: Employment Judge Anderson (Sitting Alone)

Representatives

For the claimant: In Person

For the respondent: Mr Hayes (Solicitor)

JUDGMENT

1. The Tribunal does not have jurisdiction to consider the Claimants complaint of unfair dismissal as it was presented outside relevant time limit and it was reasonably practicable for the claim to be submitted within time.
2. The Tribunal does not have jurisdiction to consider the Claimants complaints of direct race discrimination as they were presented outside the relevant time limits and it is not just and equitable to extend time.

Employment Judge Anderson

14th May 2025

JUDGMENT SENT TO THE PARTIES ON
18 June 2025

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/employmenttribunal-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/>