



# EMPLOYMENT TRIBUNALS

**Claimant:** J N Alexis

**Respondent:** Pinnacle B2B Limited

## PRELIMINARY HEARING

**Heard at:** Manchester

**On:** 27 May 2025

**Before:** Employment Judge Batten

**Representation:**

For the claimant: in person

For the respondent: J Searle, Counsel

## JUDGMENT

**Employment Tribunals Rules of Procedure 2024  
Rule 52**

**Upon hearing from the parties present, the judgment of the Tribunal is that:**

1. The complaint of unfair dismissal was not presented within the time limit in section 111(2) of the Employment Rights Act 1996 in circumstances where the Tribunal was satisfied that it was reasonably practicable to do so. The unfair dismissal complaint is therefore dismissed;
3. The race discrimination complaint was not presented within the time limit prescribed by section 123(1) of the Equality Act 2010 and the Tribunal does not consider it just and equitable to extend time. The race discrimination complaint is therefore dismissed.

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Employment Judge Batten  
Date: 27 May 2025

JUDGMENT SENT TO THE PARTIES ON:

Date: 30 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.

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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/>