



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Kottapalli  
**Respondent:** Rajeev

## RECORD OF A PRELIMINARY HEARING (OPEN)

**Heard at:** Watford Employment tribunal by CVP  
**On:** 10 June 2025  
**Before:** Employment Judge Bloch KC

### Representation

**Claimant:** No attendance  
**Respondent:** Ms A Rumble (instructed by Markel Law LLP)

## JUDGMENT

1. The claimant's complaints of racial discrimination and religious discrimination are struck out on the basis that the tribunal has no jurisdiction to hear them, the claimant's complaints being out of time pursuant to section 123(1)(a) of the Equality Act 2010 and it not being just and equitable to extend time.
2. The claimant's complaint of unfair dismissal is struck out on the basis that the tribunal has no jurisdiction to hear such claim, the complaint being out of time pursuant to section 111 of the Employment Rights Act 1998 and it not being appropriate to extend time pursuant to that section.
3. The claimant's complaints (if any) of detriment in respect of protected disclosures are struck out on the basis the tribunal has no jurisdiction to hear the same pursuant to section 48(3) of the Employment Rights Act 1998 and it being inappropriate to extend time.
4. The claimant's claim (if any) in respect of unauthorised deductions from wages is struck out on basis the tribunal has no jurisdiction to hear the same pursuant to section 23(2) and (3) of the Employment Rights Act 1998 and it not being appropriate to extend time.

**Approved by:**

**Employment Judge Bloch KC**

**Date: 12 June 2025**

JUDGMENT SENT TO THE PARTIES ON

17 July 2025

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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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)