



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

Z Ziarek

Lidl Great Britain Limited

**Heard at:** Watford by video

**On:** 25 June 2025

**Before:** Employment Judge W Anderson

## Appearances

**For the Claimant:** In person

**For the Respondent:** R Page (solicitor)

## JUDGMENT

1. The claimant's claim of unfair dismissal was not filed in time and the claimant was not able to show that it was not reasonably practicable for the claim to have been presented in time, in accordance with s111(2)(b) Employment Rights Act 1996. The claimant's claim of unfair dismissal is dismissed as the tribunal has no jurisdiction to hear it.
2. The claimant's claim of direct race discrimination was not presented in time. It is just and equitable to extend time for the filing of the claim until 20 September 2024 in accordance with s123(1)(b) Equality Act 2010 and time is extended until 20 September 2024.
3. The two acts complained of as acts direct race discrimination, taking place on 22 February 2024 and 5 April 2024 form a continuing act of conduct for the purposes of s123(3)(a) Equality Act 2010.

Approved by:

Employment Judge W Anderson

Date: 26 June 2025

Sent to the parties on: .

29 July 2025.....

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For the Tribunal Office

Note

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.