



EMPLOYMENT TRIBUNALS

Claimant: Mr Barry Lasoju

Respondent: XMA Ltd

Heard at: Watford Employment Tribunal **On:** 21 July 2025

Before: Employment Judge Young

Representation

Claimant: Ms Adele Akers (Counsel)

Respondent: Mr Mugni Islam-Choudhury (Counsel)

JUDGMENT

- (1) The complaints of unfair dismissal and automatic unfair dismissal by reason of TUPE were not presented within the applicable time limit. It was reasonably practicable to do so. The complaints of unfair dismissal and automatic unfair dismissal by reason of TUPE are therefore dismissed.
- (2) The complaints of race discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
- (3) The complaints of disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
- (4) The complaints of age discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
- (5) The complaints of harassment related to disability were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
- (6) The complaints of victimisation were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.

Approved by:

Employment Judge Young

21 July 2025

JUDGMENT SENT TO THE PARTIES ON
12 August 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. 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/