



EMPLOYMENT TRIBUNALS

Claimant: Mr Peter Johnson

Respondent: Speedy Asset Services Limited

Heard at: East London Hearing Centre (By CVP)

On: 17, 18, 19 & 20 December 2024
[In chambers 19 December (PM)
& 20 December 2024 (AM)]

Before: Employment Judge B Beyzade
Members: Mrs B Saund
Mr J Webb

Representation

For the Claimant: Mr Nicholas O'Brien, Counsel
For the Respondent: Ms Amany Jabir, Counsel

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous Judgment of the tribunal is that:

- 1.1 The Tribunal lacks Jurisdiction, by reason of time bar, to consider the claimant's complaints of direct race discrimination in terms of section 123(1)(a) of the Equality Act 2010. It not being just and equitable, in the circumstances presented, to extend time in terms of section 123(1)(b) of the Equality Act 2010, the complaints of direct race discrimination are dismissed.
- 1.2 At the material times for the purposes of his complaints of disability discrimination, being complaints of discrimination arising from disability pursuant to section 15 of the Equality Act 2010 and failure to make reasonable adjustments pursuant to sections 20 and 21 of the Equality Act, the claimant was not a person possessing the protected characteristic of disability in terms of section 6 of the Equality Act 2010. The Tribunal lacking jurisdiction to consider his complaints of disability discrimination, the same are dismissed for want of jurisdiction.

- 1.3 The claimant's complaints of harassment related to race pursuant to section 26 of the Equality Act 2010 are not well founded and they are hereby dismissed.
- 1.4 The claimant's complaints of victimisation pursuant to section 27 of the Equality Act 2010 are not well founded and they are hereby dismissed.
- 1.5 The claimant's complaints of wrongful dismissal/breach of contract (notice pay) having been withdrawn by the claimant, are dismissed under Rule 52 of the Rules contained in Schedule 1 of the *Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013*.

Employment Judge B Beyzade
Dated: 20 December 2024