



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Lappin  
**Respondent:** Commissioner of Police of the Metropolis  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 28 May 2024  
**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: In Person  
For the respondent: Ms Crew, counsel

# JUDGMENT

1. The complaint of unfair dismissal is dismissed upon withdrawal.
2. The complaints of discrimination are dismissed because they were presented out of time, and it is not just and equitable to extend time, and therefore the Tribunal does not have jurisdiction.
3. These decisions mean that the entire claim is at an end.

**Employment Judge Quill**

Date: 28 May 2024

JUDGMENT SENT TO THE PARTIES ON  
5 July 2024

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FOR THE TRIBUNAL OFFICE

## Public access to employment tribunal decisions

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. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of

this written record of the decision.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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.

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>