



EMPLOYMENT TRIBUNALS

Claimant: Mr S Vinokaran

Respondent: Tesco Stores Limited

Heard at: London Central **On:** 10 July 2025
(in person)

Before: Employment Judge B Smith (sitting alone)

Representation

Claimant: Ms E Godwins (Solicitor)

Respondent: Mr Ismail (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The complaint of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The complaint of breach of contract in relation to notice pay is dismissed upon withdrawal.
3. The complaint in respect of holiday pay was not presented within the applicable time limit. It was reasonably practicable to do so. The claim in respect of holiday pay is therefore dismissed.
4. The complaint of direct race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
5. The complaint of direct disability discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
6. The complaint of unfavourable treatment because of something arising in consequence of disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

7. The complaint of failure to make reasonable adjustments was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
8. The complaint of harassment related to disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Approved by:
Employment Judge B Smith
10 July 2025

SENT TO THE PARTIES ON

15 July 2025

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FOR THE TRIBUNAL OFFICE