



EMPLOYMENT TRIBUNALS

Claimant: Ms E Sakwe

Respondent: Methodist Homes

Heard at: Leeds by CVP

On: 30 August 2024

Before: Employment Judge Maidment

Representation

Claimant: Dr O Taiwo, lay representative

Respondent: Ms R Morgan, Counsel

JUDGMENT AT A PRELIMINARY HEARING

1. The claimant's complaint of disability discrimination is dismissed upon her withdrawal of it.
2. The claimant's complaints of whistleblowing detriment and automatic unfair dismissal were brought outside the applicable time limits in circumstances where the tribunal did not consider it to have been not reasonably practicable for the claims to have been presented in time. The tribunal having no jurisdiction to hear them, such complaints are hereby struck out.
3. The tribunal determined that it was just equitable to extend time to allow the claimant's complaints of direct race discrimination, race-related harassment and victimisation in respect (only) of the respondent's referral of the claimant to the NMC and/or DBS to proceed.
4. The claimant's remaining complaints of direct race discrimination, race-related harassment and victimisation were brought outside the applicable time limits in circumstances where the tribunal did not consider it to be just and equitable to extend time. The tribunal having no jurisdiction to hear them, such complaints, other than as set out in paragraph 3 above, are hereby struck out.

Employment Judge Maidment

Date 30 August 2024

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

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