



EMPLOYMENT TRIBUNALS

London South Employment Tribunal 12th November 2025 (video)

Claimant: Francis Taiwo

Respondent: Oxleas NHS Foundation Trust

Before: Judge M Aspinall (sitting alone as an Employment Judge)

Appearances: Mr F Taiwo, Claimant (supported by Mr P Penny, non-legal)
Miss J Whiteley, Solicitor Advocate for the Respondent

JUDGMENT

1. The Claimant's claims for unfair dismissal, direct race discrimination, direct sex discrimination, and unlawful deduction of wages (holiday pay) are struck out pursuant to Rules 38(1)(a), 38(1)(c), and 38(1)(e) of the Employment Tribunals Rules of Procedure 2024.
2. Each claim is jurisdictionally out of time, and the Claimant failed to establish any basis for an extension. Secondly, each claim lacks a sufficient evidential or factual foundation and has no reasonable prospect of success. Finally, the Claimant's persistent non-compliance with Tribunal orders has rendered a fair trial impossible, and no lesser sanction would be proportionate.

APPROVED
Judge M Aspinall
Wednesday, 12th November 2025

Judgment sent to parties on
13th November 2025

For the Tribunal Office

Written reasons: Reasons for the judgment having been given orally at the hearing, full written reasons will not be provided unless a request was made by either party at the hearing, or a written request is received - by the Tribunal - from either party within 14 days of the date on which this written record of the decision is sent/issued.

Publication and public access to judgments and decisions: Judgments, decisions and reasons of Employment Tribunals are published in full shortly after the judgment or decision has been sent to the parties in the case. These can be found at www.gov.uk/employment-tribunal-decisions

Recording and transcription: Where 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, verified or approved by a Judge. More information can be found online in the Joint Presidential Practice Direction on Recording and Transcription of hearings, and in the accompanying guidance. Both can be found at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions