



EMPLOYMENT TRIBUNALS

Claimant: Mr Thery Tabase Leyata

Respondent: St Andrew's Healthcare

Heard at: Watford Employment Tribunal (CVP) **On:** 5 February 2026

Before: Employment Judge Young

Representation

Claimant: Mr Andrew Otchie (Counsel)

Respondent: Ms Lucy Bairstow (Counsel)

JUDGMENT

1. The Claimant's complaints of harassment related to race are struck out under Employment Tribunal Procedure Rules 2024, Rule 38 (1)(a) because they have no reasonable prospect of success.
2. The complaint of unfair dismissal was not presented within the applicable time limit. It was not reasonably practicable to do so, but the claim was not presented within a further reasonable period. The claim is therefore dismissed.
3. The complaints of victimisation under the Equality Act 2010 were not presented within the applicable time limit, but it is just and equitable to extend the time limit by 1 day. The complaints of victimisation will therefore proceed.

Approved by:

Employment Judge Young

Dated 5 February 2026

JUDGMENT SENT TO THE PARTIES ON

9 March 2026

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. If written reasons are provided, they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/