



EMPLOYMENT TRIBUNALS

Claimant: Mr A A Adan
Respondent: African Community Centre

Heard at: Cardiff **On:** 8th-10th April 2026

Before: Employment Judge A Williams
Tribunal Member P Pendle
Tribunal Member L Thomas

REPRESENTATION:

Claimant: In person
Respondent: Mr M Williams, Counsel

JUDGMENT

1. The Claimant's claim for direct race discrimination (section 13 Equality Act 2010) was not presented within the applicable time limit. It is not just and equitable to extend time. The claim is dismissed as the tribunal does not have jurisdiction to consider it.
2. In the alternative, the Claimant's claim for direct race discrimination (section 13 Equality Act 2010) is not well-founded and is dismissed.

Employment Judge Williams

Authorised for issue on:

10th April 2026

Judgment sent to the parties on:

15 April 2026

For the Tribunal:

Miriam Drake

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.