



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Mr Dipesh Katechia  
(2) Mr Sachin Karia  
(3) Mr Shane Brown  
(4) Mr Robert Doku

**Respondent:** Barnardos

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 1 May 2026

**Before:** Employment Judge Gardiner

**Representation**  
Claimant: Each in person  
Respondent: Mr D Bunting, counsel

## PRELIMINARY ISSUE JUDGMENT

The judgment of the Tribunal is that:-

The Tribunal does not have jurisdiction to decide the Claimants unfair dismissal complaints given the applicable statutory time limits. They are accordingly dismissed.

This does not affect the remainder of the Claimants' complaints.

Employment Judge Gardiner  
Dated: 1 May 2026

### Note

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**

**Case Numbers: 3200355/2025; 3200356/2025  
3200357/2025; 3200358/2025**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.