



# EMPLOYMENT TRIBUNALS

**Claimant:** Moly Barua

**Respondent:** SNE Care Services Limited

**Heard at:** Newcastle Employment Tribunal (By CVP)

**On:** 21 May 2026

**Before:** Employment Judge Sweeney

## Appearances

For the Claimant, Mr Biplab Sarkar, trainee solicitor

For the Respondent, Mr Grant Williams, litigation consultant

# JUDGMENT FOLLOWING PUBLIC PRELIMINARY HEARING

1. The claim of unfair dismissal is struck out pursuant to Rule 38 ET Rules of Procedure 2024 as having no reasonable prospect of success in that the Claimant lacked the requisite qualifying service to qualify for the right not to be unfairly dismissed.
2. The claim of wrongful dismissal is dismissed as it has been brought outside the time limit in the Employment Tribunals Extension of Jurisdiction (England and Wales) Order 1994 and the Tribunal is not satisfied that it was not reasonably practicable to present the complaint within the time limit.
3. The claim of direct race discrimination is dismissed as it has been brought outside the time limit in section 123 Equality Act 2010 and it is not just and equitable to extend time.

Employment Judge Sweeney

Date: 21 May 2026

### Note

Summary Reasons for the Judgment having been given orally at the hearing, written summary 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/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.

### **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-practice-directions/>