



EMPLOYMENT TRIBUNALS

Claimant: Mr O Kayode

Respondent: DHL Services Limited

RECORD OF A PRELIMINARY HEARING

Heard at: CVP in public

On: 24 April 2026

Before: Employment Judge Richard Wood

Appearances

For the claimant: In Person

For the respondent: Miss H Abas (Counsel)

JUDGMENT

1. The claim of race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The claim of harassment race was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
3. For the avoidance of doubt, all remaining claims have been dismissed.

Approved by:

Judge Richard Wood

Dated: 24 April 2026

Sent to the parties on:

3 June 2026

For the Tribunal Office:

Note:

Full 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:

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

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 is likely to be payable in most but not all circumstances. 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/>