Case: 6010503/2026

EMPLOYMENT TRIBUNALS

Claimant: Isaac Olwadamilare Okunlola

Respondent: Stark Building Materials UK Limited

AT A PUBLIC PRELIMINARY HEARING

Heard at: Leeds by CVP (online) **On:** 2nd November 2026
Before: Employment Judge Lancaster

Appearances
For the claimant: In person
For the respondent: Claire Thompson, solicitor

JUDGMENT

1. The complaint of unfair dismissal is struck out for lack of jurisdiction because the Claimant did not have the necessary 2 years continuous employment.

2. The complaints of race discrimination were not presented in time and it is not just and equitable to extend time to allow then to continue,

3. The entire claim is therefore dismissed.

EMPLOYMENT JUDGE LANCASTER

DATE 2nd November 2026

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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 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/