



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Miss E Hinneh

AND

Respondent
Methodist Homes

JUDGMENT AND ORDER OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 27 and 28 February, 1, 2 and 3 March 2017

EMPLOYMENT JUDGE Dimbylow

MEMBERS Mrs DP Hill
 Mr PR Trigg

Representation

For the claimant: Dr R Ibakakombo, Lay Representative

For the respondent: Mr C Crow, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claims for direct race discrimination and harassment contrary to the Equality Act 2010 ("EqA") which were alleged to have taken place on 1 February 2016 were presented out of time. They did not form part of a continuing act to render them in time. It was not just and equitable to extend the time. Therefore, the tribunal has no jurisdiction to hear these claims and they are dismissed.
2. The claims for direct race discrimination and victimisation contrary to the EqA which were in time were not well-founded, fail and are dismissed.

Signed by _____ on 6 March 2017
Employment Judge Dimbylow

Note: Reasons for the judgement were given orally at the hearing. Written reasons will be provided as soon as conveniently possible as a request was made by the claimant for them.

Judgment and order sent to Parties on

7 March 2017