



# THE EMPLOYMENT TRIBUNALS

BETWEEN

*Claimant*

*Respondent*

Mr Joseph Essey

AND

MediaCo Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: Manchester

On: 16 July 2021

Before: Employment Judge A M Buchanan

### *Appearances*

For the Claimant: In person

For the Respondent: Ms N Laing - Solicitor

## JUDGMENT ON PUBLIC PRELIMINARY HEARING

It is the Judgment of the Tribunal that: -

1. All the complaints advanced by the claimant of direct race discrimination were brought after the end of the period of three months starting with the date of the act to which each complaint relates as set out in section 123(1)(a) of the Equality Act 2010 ("the 2010 Act").
2. All the complaints advanced by the claimant of direct race discrimination were brought after the end of such other period as the Tribunal considers just and equitable as set out in section 123(1)(b) of the 2010 Act.
3. Accordingly all the complaints of direct race discrimination advanced in these proceedings were brought out of time and are dismissed.

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**EMPLOYMENT JUDGE A M BUCHANAN**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 16 July 2021**

**JUDGMENT SENT TO THE PARTIES ON  
23 July 2021**

**AND ENTERED IN THE REGISTER**

**FOR THE TRIBUNAL**

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.

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