



EMPLOYMENT TRIBUNALS

Claimant: Mr G Hughes

Respondent: Asda Stores Ltd

Heard at: By CVP
On: 2 February 2024

Before: Employment Judge Eeley

Representation

Claimant: In person
Respondent: Ms S Harty, counsel

JUDGMENT

1. The claimant's complaints of discrimination and harassment were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are, therefore, all dismissed.
2. The claimant's complaint of victimisation (section 27 Equality Act 2010), relating to the allegation that he was bullied out of his job after submitting a grievance, is struck out under Employment Tribunal Rule 37(1)(a) because it has no reasonable prospect of success.
3. The claimant's application for permission to amend his claim to add complaints of age and sexual orientation related harassment and direct discrimination, is refused.
4. The claimant's complaints of direct discrimination because of sexual orientation were not struck out under Employment Tribunal Rule 37(1)(a) because they had no reasonable prospects of success but will not proceed to a final hearing in any event (pursuant to paragraphs 1 and 3 above.)

Employment Judge Eeley

Date: 2 February 2024

JUDGMENT SENT TO THE PARTIES ON

12 February 2024

FOR THE TRIBUNAL OFFICE

Notes

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

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/>