



EMPLOYMENT TRIBUNALS

Claimant: Mr G Dasaolu
Respondent: Leeds and York Partnership NHS Foundation Trust

Heard at: Leeds **On:** 12th March 2018
Before: Employment Judge Lancaster

Representation

Claimant: Mr O Ogunyanwo, Alpha Shindari Legal
Respondent: Mrs J Gray, solicitor

JUDGMENT

1. The claims of unfair dismissal, unlawful deduction from wages and failure to provide written reasons for dismissal were not presented within 3 months of the date of termination, namely 7th December 2015, although it was reasonably practicable to have done so. These claims are dismissed because they are out of time.
2. The claims of direct discrimination because of race have no reasonable prospect of success and are struck out.
3. The claims of direct discrimination up to and including the date of the dismissal are in any event out of time and it would not be just and equitable to extend the time for presentation of those claims.
4. Only the claims of post employment victimisation may proceed to a final hearing. These claims are subject to a separate deposit order.

Note

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.

Case: 1801100/2017 &
1801945/2017