



## EMPLOYMENT TRIBUNALS

**Mr Z Sakharkar**

**v Heckmondwike Grammar School  
Academy Trust**

**Heard at: Leeds On: 25 July 2017**

**Before: Employment Judge Buckley**

**Appearance:**

**For the Claimant: In Person**

**For the Respondents: Mrs A Gray, Solicitor**

## JUDGMENT

1. The allegations of discriminatory conduct are capable of amounting to a continuing act. This is subject to the factual findings of the Tribunal at the final hearing. The race discrimination claim was presented out of time but it is just and equitable to extend time.
2. The application to strike out the race discrimination claim on the basis that it has little or no reasonable prospects of success is dismissed.
3. The application for a deposit on the race discrimination claim on the basis that it has little reasonable prospects of success is dismissed.
4. The application to amend the ET1 to add a claim of harassment by Mr Longridge based on the same facts as the direct discrimination claim is accepted.
5. The application to amend the claim to add a direct race discrimination claim against Peter Roberts is dismissed.
6. The claimant's claim for a redundancy payment is struck out on the basis that it has no reasonable prospects of success.
7. The claimant's claim for unlawful deductions/breach of contract is struck out on the basis that it has no reasonable prospects of success.

**Case Number: 1800439/2017**

**Employment Judge Buckley**

Date: 9 August 2017