



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** SOUTHAMPTON

**BEFORE:** EMPLOYMENT JUDGE EMERTON (sitting alone)

**BETWEEN:** Mr J Fitz  
Claimant

AND

Holland and Barrett Retail Limited  
Respondent

**ON:** 19 December 2018

**APPEARANCES:**

For the Claimant: In person      For the Respondent: Mr J Medhurst (Solicitor)

## **JUDGMENT ON PRELIMINARY ISSUES**

1. The claim of race discrimination is dismissed for want of jurisdiction. The claim was out of time. It is not just and equitable to extend time.
2. The claim of unfair dismissal is dismissed for want of jurisdiction. The claim was out of time. It was reasonably practicable to have presented the claim within the applicable time limit.
3. The claim of religion or belief discrimination is dismissed upon withdrawal.

Employment Judge Emerton  
Date 19 December 2018

**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.