



EMPLOYMENT TRIBUNALS

Claimant

Mr J Sidhu

v

Respondent

Our Place Schools Ltd

JUDGMENT ON A PRELIMINARY HEARING

Heard at: Midlands (West) (in private) On: 21 January and 12 February 2019

Before: Employment Judge Wynn-Evans (Sitting alone)

Appearances:

For the Claimant: in person

For the Respondent: Mr D Bansal (Solicitor)

The judgment of the tribunal is that:-

1. No order shall be made for a deposit in accordance with rule 39 of the Employment Tribunal Rules of Procedure 2013.
2. The claimant's claims shall not be struck out on the basis of having no reasonable prospect of success in accordance with rule 39 of the Employment Tribunal Rules of Procedure 2013.
3. The Claimant is permitted, by way of amendment to his claim form, to advance the allegations set out in the further information document sent to the tribunal on 7 September 2018.
4. The Claimant did not present his complaints of unlawful discrimination related to his protected characteristics of race or religion contrary to the Equality Act 2010 within the time limit set out in section 123(1)(a) of the Equality Act 2010 but he presented his complaints within a period which the Tribunal thinks just and equitable under section 123(1)(b) of the Equality Act 2010.
5. The Claimant's claim is amended such that his claim is both of direct discrimination for the purposes of section 13 of the Equality Act 2010 and of harassment for the

purposes of section 26 of the Equality Act 2010 because of the protected characteristics of race and religion.

Employment Judge Wynn-Evans

20.02.2019