



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Ashman  
**Respondent:** Linear Insulation Ltd

## PRELIMINARY HEARING

**Heard at:** Nottingham  
**On:** 25 November 2019 and 9 January 2020  
**Before:** Employment Judge Jeram (sitting alone)  
**Representation:**  
**Claimant:** (In person)  
**Respondent:** Mr Nicholson (Solicitor)

## JUDGMENT

1. The claim of automatic unfair dismissal has no reasonable prospect of success and the Tribunal has no jurisdiction to hear an ordinary unfair dismissal claim, the Claimant not having 2 years' qualifying service; the claim is dismissed.
2. The claims of race discrimination were more than three months after the date of the last act to which the complaints relate. It is not just and equitable to extend time; they are dismissed.

---

Employment Judge Jeram

Date: 10 January 2020

JUDGMENT SENT TO THE PARTIES ON

.....  
.....  
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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.