



EMPLOYMENT TRIBUNALS

Claimant: Mr M Khan

Respondent: Mitie Limited

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
By Cloud Video Platform

On: 16 December 2020

Before: Employment Judge Adkinson sitting alone
with members

Appearances

For the claimant: Ms Nelson, solicitor

For the respondent: Mr Harris, solicitor

JUDGMENT

This has been a remote which has been not objected to by the parties. The form of remote hearing was V: video whether partly (someone physically in a hearing centre) or fully (all remote). A face to face hearing was not held it was not practicable and all issues could be determined in a remote hearing. The documents that I was referred to are in a bundle of about 150 pages, the contents of which I have recorded. The order made is described below.

After considering the claimant's application to amend the claim and hearing from the parties and considering the Tribunal's file, it is ordered that

1. Although the claimant's claim for harassment because of race was presented out of time, it is just and equitable to extend time. The Tribunal therefore extends time and has jurisdiction to hear it.
2. The claimant may amend this harassment claim to the form attached to the written submissions sent to the Tribunal and respondents on 10 November 2020.
3. The claimant's application to amend his claim in order to add a claim for victimisation is dismissed.

Employment Judge Adkinson

Date: 16 December 2020

JUDGMENT SENT TO THE PARTIES ON

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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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.