



EMPLOYMENT TRIBUNALS

Claimant: Mr M Bwanika

Respondent: AYP Healthcare Limited

Heard at: East London (by CVP)

On: 14 July 2023

Before: Employment Judge Professor A C Neal

Appearances

Claimant: Mr J Mayanja (Lay Representative)

Respondent: Mr J Arnold (Counsel)

JUDGMENT

- (1) The Claimant's claims alleging unlawful discrimination and/or harassment by reference to the protected characteristic of race (7 allegations up until 19 January 2022) were presented out of time and it is not just and equitable to extend time to present those claims. Those Claims are dismissed.**
- (2) The Claimant's claims alleging unlawful discrimination and/or harassment by reference to the protected characteristic of age (7 allegations up until 19 January 2022) were presented out of time and it is not just and equitable to extend time to present those claims. Those Claims are dismissed.**
- (3) The Claimant's claim alleging post-employment victimisation was presented in time.**

**Employment Judge A C Neil
28.07.2023**