



EMPLOYMENT TRIBUNALS

Claimant: Mr T Wynter

Respondent: Caterpillar UK Limited

Heard at: Leicester Employment Tribunal

On: 28 February 2024

Before: Employment Judge K Welch (sitting alone)

Representation

Claimant: Ms A Grayson, his partner and non-legal representative

Respondent: Ms T Vittorio, Consultant

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The Judgment of the Tribunal is as follows:

Strike out of claims

1. The claims of unfair dismissal and race discrimination relating to the claimant's dismissal are struck out under Employment Tribunal Rule 37(1)(a) because they have no reasonable prospect of success.

Just and equitable time limit: claim out of time

2. The claims of race discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claims are therefore dismissed.

Employment Judge Welch

Date: 28 February 2024

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.