



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Arif

**Respondent:** Health and Social Care Information Centre t/a NHS  
Digital

**Heard at:** Leeds      **On:** 15, 16 October 2018

**Before:** Employment Judge Davies  
Mr J Rhodes  
Mr W Roberts

**Representation**

Claimant: In person

Respondent: Ms Brewis (counsel)

## JUDGMENT

1. The Claimant's claims of direct discrimination on the ground of race and religion were not brought within the statutory time limit under s 123 Equality Act 2010. It is not just and equitable to extend time for bringing them. They are therefore dismissed in their entirety.

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**Employment Judge Davies**

**16 October 2018**

JUDGMENT SENT TO THE PARTIES ON

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FOR EMPLOYMENT TRIBUNALS

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**Note:**

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.