



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Bashir Osman

**Respondent:** JD Sports Fashion PLC

**Heard at:** Liverpool (by video hearing)

**On:** 3 February 2023

**Before:** Employment Judge Buzzard (sitting alone)

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Miss Katie Nowell (Counsel)

## PRELIMINARY HEARING JUDGMENT

1. The claimant's claims of discrimination under the Equality Act 2010 are dismissed. These claims were presented out of time in circumstances where it would not be just and equitable to extend time.
2. The claimant's claim that he was subjected to an unlawful deduction from wages in the period from 21 August 2021 to November 2021 is dismissed. The claim was presented out of time and could reasonably have been presented almost two months earlier than it was presented.

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Employment Judge Buzzard

3 February 2023

JUDGMENT SENT TO THE PARTIES ON

14 February 2023

FOR THE TRIBUNAL OFFICE

**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.

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