



EMPLOYMENT TRIBUNALS

Claimant

Mr O Ibrahim

v

Respondent

Arriva The Shires Limited

Heard at: Bury St Edmunds (by CVP)

On: 15 February 2023

Before: Employment Judge Laidler

Appearances

For the Claimant: In person.

For the Respondent: Ms A Moseley – Ford, Paralegal.

JUDGMENT

This matter is adjourned to an in person Hearing at **Radius House, 51 Clarendon Road, Watford, Hertfordshire WD17 1DB on the 30 March 2023**

REASONS

1. This Hearing had been listed to determine whether the claims appearing to have been presented out of time they should be struck out.
2. The claimant asserts race discrimination in April 2020 but no particulars are provided in the ET1 form. He also asserts that he was sent a P45 without explanation and was then forced to sign a new contract. It was not clear what claim was being brought.
3. The respondent had requested further information in its Grounds of Resistance, but this had not been provided.
4. The Notice of Hearing for today's date was sent to the parties on the 2 October 2022. It set out the issues to be determined today. It stated that if either party wished to rely on evidence or statements they should be sent to the other party 21 days before this Hearing. The claimant did not provide a statement explaining why he considered his claims to be in time.
5. The Hearing was on the Cloud Video Platform. The claimant connected via his iPad. He was then trying to access the bundle on his mobile phone

which proved to be very difficult. This was not helped by the fact the respondent had only served the bundle with an email at 8.22 on the morning of this Hearing.

6. The judge determined that it was only appropriate to adjourn the Hearing to an attended Hearing which will take place at the Watford Employment Tribunal. The date was fixed while the parties were in attendance and agreed to it.
7. The following orders were made

ORDERS

1. The respondent to send the claimant a hard copy of the bundle within 7 days of this Hearing
2. The claimant to provide answers to the respondent's request for further information contained in their ET3 Grounds of Resistance by the **8 March 2023**. The claimant should include any information he relies upon in asserting that his claims were presented in time or why it was not reasonably practicable to do so or it would be just and equitable to extend time.

Employment Judge Laidler

Date: 27 February 2023

Sent to the parties on: 10/3/2023

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For the Tribunal Office