



EMPLOYMENT TRIBUNALS

Claimant: Mr A Maiche

Respondent: Seashell Trust

Heard at: Liverpool (by video)

On: 28 February 2024

Before: Employment Judge Benson

REPRESENTATION:

Claimant: In person

Respondent: Ms L Quigley - Counsel

JUDGMENT

1. The application to amend the claim to include a claim of race discrimination was refused.
2. The claims of unfair dismissal (both pursuant to section 98 and section 103A of the Employment Rights Act 1996) and breach of contract (wrongful dismissal and breach of internal procedures) were not presented within the applicable time limits. It was reasonably practicable to do so. All claims are therefore dismissed.

**Employment Judge Benson
28 February 2024**

Judgment sent to the parties on:
11 March 2024

For the Tribunal

Notes

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.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>