



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Durrani  
**Respondent:** De Montfort University  
**On:** 14 December 2023  
**Before:** Employment Judge Ahmed (sitting alone)  
**At:** Leicester (via CVP)

**Representation**

**Claimant:** In person  
**Respondent:** Ms Katie Hurst, Solicitor

## **JUDGMENT AT A PRELIMINARY HEARING**

The decision of the Tribunal is that:

1. The Claimant's complaint of direct race discrimination is out of time but it is just and equitable to extend time. The Claim shall therefore proceed to a full hearing.
2. The Respondent's applications for striking out of the complaint of race discrimination and for a deposit order in respect of the same complaint are both refused.
3. Case management Orders for the full hearing are given separately.

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Employment Judge Ahmed  
Date: 5 January 2024

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

**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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.