



EMPLOYMENT TRIBUNALS

Claimant
Mr B Shah

Respondent
Sharing Voices Bradford

Heard at: Leeds **On:** 12, 13, 14, 15, 16 March 2018
Before: Employment Judge Davies
Dr D Bright
Mr W Roberts

Appearances

For the Claimant:

Mr F Dignan (counsel)

For the Respondent:

Mr Flood (counsel)

JUDGMENT

The claim for pay in lieu of accrued but untaken holiday is well-founded and succeeds. The Respondent shall by agreement pay the Claimant **£1681.25** net and shall be responsible for the payment of any tax or National Insurance.

At the time the proceedings were begun the Respondent was in breach of its duty to give to the Claimant a written statement of particulars of his employment. There are no exceptional circumstances that make it not just and equitable to award two weeks' pay. It is not just and equitable to award four weeks' pay. The Respondent shall by agreement pay the Claimant **£809.99**.

The claims of unfair dismissal, direct race discrimination and harassment related to race are not well-founded and are dismissed.

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.

Employment Judge Davies

16 March 2018

