



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Mr A Tchantchou

**Respondent**  
The Co-Operative Group Ltd

AND

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham

**ON**

January 2018:  
8 – 12, 15 – 19,  
29 – 2 February  
5 – 8, 19 – 22,  
27 – 28,  
5 March  
6 – 9 March & 3 & 5  
April (in chambers)

**EMPLOYMENT JUDGE** Harding

**MEMBERS**  
Mr Liburd  
Ms Evans

### Representation

**For the Claimant:** Dr R Ibakakombo, Lay Representative

**For the Respondent:** Mr Graham, Counsel

### RESERVED JUDGMENT

#### The unanimous judgment of the tribunal is that:

- 1 The claim of direct race discrimination contrary to sections 13 and 39(2)(c) and (d) of the Equality Act 2010 fails and is dismissed.
- 2 The claim of victimisation contrary to sections 27 and 39(4)(c) and (d) of the Equality Act 2010 fails and is dismissed.
- 3 The claim of unfair dismissal succeeds.
- 4 The case will be listed for a remedy hearing in due course.

Employment Judge Harding  
**04 June 2018**