



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Carradice  
**Respondent:** Springfield Bus & Coach Company Ltd

**HELD AT:** Liverpool **ON:** 11-15 June 2018

**BEFORE:** Employment Judge Horne

**Members:** Mr M Gelling  
Mrs C Ormshaw

## REPRESENTATION:

**Claimant:** Mr S Pinder, solicitor

**Respondent:** Mr R Aireton, solicitor

# JUDGMENT

The unanimous judgment of the tribunal is as follows:

1. The respondent harassed the claimant in relation to race in about June 2016 by its employees looking for video footage of racially offensive television programmes.
2. The respondent harassed the claimant in relation to race on a day in August, September or October 2016 by its employee singling the claimant out for mention after talking about the Black Country.
3. The respondent harassed the claimant in relation to race on 7 February 2017 by its employee using the word "darkie" and talking about a black man wearing dark clothes.
4. The tribunal has jurisdiction to consider all the above allegations of harassment as they formed part of an act extending over a period ending on 7 February 2017 and the claim in respect of those allegations was therefore presented within the statutory time limit.

5. In respect of these allegations the tribunal did not determine whether or not the respondent also discriminated against the claimant directly because of race.
6. In all other alleged respects the respondent did not directly discriminate against the claimant because of race.
7. In all other alleged respects the respondent did not harass the claimant in relation to race.
8. The respondent did not victimise the claimant.

Written reasons for this judgment were requested orally at the hearing and will follow in due course.

---

Employment Judge Horne

15 June 2018

SENT TO THE PARTIES ON

10 July 2018

FOR THE TRIBUNAL OFFICE