



EMPLOYMENT TRIBUNALS

Claimant: Mr G Serjani

Respondent: Furrows Ltd

Heard at: Birmingham

On: 30-31 October, 1 and 2
November 2018

Before: Employment Judge Findlay
Lay Members Mr J Wagstaffe, Mr R Moss

Representation

Claimant: In person
Respondent: Ms Gyane, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claims of race discrimination, harassment and of victimization under sections 13, 26 and 27 of the Equality Act 2010, and of detriment and automatically unfair dismissal under sections 47B and 103A of the Employment Rights Act 1996 are not well founded and are dismissed; but that
2. The claimant's claim of unfair dismissal under section 98 of the Employment Rights Act 1996 is well founded and succeeds, but
3. No basic or compensatory award is made under sections 119 and 123 of the Employment Rights Act 1996 as the tribunal finds that it is just and equitable to reduce those amounts to nil under sections 122(2) and 123(6) of that Act respectively.

Employment Judge Findlay
Date: 5 November 2018

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.