



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr I Thompson**

**v**

**Openreach Limited**

**Heard at:** London Central

**On:** 30 September – 4 October 2019

**Before:** Employment Judge E Burns  
Mr D Kendall  
Mr I Mcloughlin

## **Representation**

**For the Claimant:** In person

**For the Respondents:** Mr S Way (counsel)

## **JUDGMENT**

The unanimous judgment of the Employment Tribunal is as follows:

1. The claimant's claim for unfair dismissal is upheld.
2. The claimant's claim direct race discrimination is not upheld.
3. The claim for unauthorised deduction from wages/breach of contract is upheld, having been conceded by the respondent during the course of the liability hearing.
4. Remedy will be considered at a remedy hearing on 22 October 2019.

**Employment Judge E Burns**  
**3 October 2019**

Sent to the parties on:

11/10/2019

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For the Tribunals Office