



EMPLOYMENT TRIBUNALS

Claimant: Mr J Mayanja
Respondent: Praxis Community Project

Heard at: East London Hearing Centre
On: Thursday 7 November 2019
Before: Employment Judge John Crosfill
Members: Ms S Campbell
Mr M L Wood

Representation

Claimant: No Appearance or representation
Respondent: Ms A Johns of Counsel

JUDGMENT

UPON the Claimant having been informed of the time and place for the final hearing; and

UPON the tribunal making enquiries of the Claimant who informed the clerk that he thought his case had been transferred to Manchester; and

UPON the tribunal noting that the Claimant's application to transfer proceedings to Manchester had been refused and noting that he had been served and acted upon the case management order containing that decision; and

UPON; deciding to exercise its power under rule 47 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 to proceed in the absence of the Claimant.

AND having considered the Claimant's witness statement and heard from witnesses called by the Respondent.

1. The Claimant's claims under the Equality Act 2010 are dismissed.

2. On the Respondent's application for costs the Tribunal held that the Claimant has conducted the proceedings unreasonably by proceeding with a claim that had no reasonable prospects of success beyond the point when he was served with all of the Respondent's evidence and was placed on notice of an application for costs if he continued his claim together with our finding that he deliberately or recklessly failed to attend the final hearing.

3. The Claimant is ordered to pay the Respondent the sum of £1,009.90 in respect of solicitor's costs and £850 in respect of Counsel's fees, a total of **£1,859.90**.

Employment Judge John Crosfill

29 November 2019