



EMPLOYMENT TRIBUNALS

Claimant: Mr M Fabor

Respondent: The Industrial Dwellings Society 1885

Heard at: Watford

On: 2-5 December 2019

Before: Employment Judge Manley
Mr N Ramgolam
Mr P Randall

Representation

Claimant: In person

Respondent: Ms C Urquhart, counsel

JUDGMENT

- 1 The claimant was dismissed for a reason relating to his conduct.
- 2 That dismissal was not unfair. The claim for unfair dismissal fails.
- 3 There was no less favourable treatment of the claimant because of his nationality. The claim for race discrimination fails.
- 4 The claimant committed an act of gross misconduct and the respondent was entitled to dismiss him without notice.
- 5 The claim for holiday pay has been satisfied in that payment by the respondent has been made to the claimant.
- 6 The claim for clothing allowance succeeds and a sum of £80 will be paid to the claimant.
- 7 The claimant was entitled to use of the respondent's van during suspension and there was therefore a breach of contract. The respondent is ordered to pay the sum of £420 (6x70) in damages to the claimant. The claim for breach of contract succeeds in relation to this matter.

Employment Judge Manley

Date 5 December 2019

JUDGMENT SENT TO THE PARTIES ON

2 January 2020

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FOR THE TRIBUNAL OFFICE

Note

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.