



# EMPLOYMENT TRIBUNALS

**Claimant**      **Mr Z Kioua**  
**Respondent**    **Lainston House Ltd**

Heard at: Southampton      On: 16 – 18 March 2020 (in person)  
And 3 to 8 August 2020 (remote)

Employment Judge:    M Street  
                                 Mr M Richardson  
                                 Mr P Bompas

## **Representation**

Claimant:            Mrs Bow (lay representative)  
Respondent:        Miss Platt, counsel

# JUDGMENT

The claimant's claim of harassment related to religion or belief contrary to section 26 of the Equality Act 2010 succeeds. The remaining claims of harassment, direct discrimination, failure to make reasonable adjustments, victimisation and constructive dismissal fail and are dismissed.

In respect of the successful claim of harassment, the Respondent is ordered to pay to the claimant the sum of £2000 in respect of injury to feelings, together with interest at the statutory rate of 8% from 8 May 2018, in the sum of £294. The total sum the Respondent is ordered to pay the Claimant is £2,294.

Employment Judge Street

Dated 7 August 2020

Judgment sent to parties 21 August 2020

FOR THE TRIBUNAL OFFICE

Judgment was given orally. Written reasons have been requested by the Respondent and will be entered on the website when issued.

This was concluded as a remote hearing with the consent of the parties. The form of remote hearing was video using the Cloud Video Platform. A face to face hearing was not held because it was not practicable and all issues could be decided in a remote hearing.