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EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr R Allen

v

Acerinox (UK) Limited

Heard at: Birmingham

On: 7, 8, 9, 10 and 11 September 2020

Before: Employment Judge Johnson

Members: Dr G Hammersely
Ms R Addision

Appearances

For the Claimant: Mr Ennis (solicitor)

For the Respondent: Mr Scuplak (Human Resources Adviser)

JUDGMENT

1. The claimant's complaint of direct discrimination on grounds of race (contrary to section 13 of the Equality Act 2010), is not well founded, which means that it is unsuccessful and is dismissed.
2. The claimant's complaint of harassment on grounds of race (contrary to section 26 of the Equality Act 2010), is not well founded, which means that it is unsuccessful and is dismissed.
3. The claimant's complaint of victimisation on grounds of race (contrary to section 27 of the Equality Act 2010), is not well founded, which means that it is unsuccessful and is dismissed.
4. The claimant's complaint of being subjected to a detriment in respect of taking time off for dependents (contrary to sections 57A, 47C and 48 of the Employment Rights Act 1996), is not well founded, which means that it is unsuccessful and is dismissed.
5. The claimant's complaint constructive unfair dismissal (in accordance with section 95(1)(c) of the Employment Rights Act 1996), is not well founded, which means that it is unsuccessful and is dismissed.

Employment Judge Johnson
15 September 2020

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.