



EMPLOYMENT TRIBUNALS

Claimant: Mr Yaseen Patel

Respondent: Mr Ian Walker

Heard at: Leeds by CVP

On: 19-21 October 2020

Before: Employment Judge Maidment

Members: Ms S Norburn
Mr D Wilks OBE

Representation

Claimant: Ms J Duane, Counsel

Respondent: In person

JUDGMENT

1. The Claimant's complaints of harassment related to race and/or religion are well founded and succeed, save for his complaint regarding a comment on his fasting during Ramadan (which fails and is dismissed).
2. The Claimant's complaints in the alternative of direct discrimination because of race and/or religion are dismissed.
3. The Claimant's complaints of victimisation are well founded and succeed.
4. As compensation for injury to feelings, the Respondent is ordered to pay to the Claimant the sum of £11,000 plus an additional sum of £1,246.67 in respect of interest accrued thereon.

Employment Judge Maidment

26 October 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.