



# EMPLOYMENT TRIBUNALS

BETWEEN

**CLAIMANT**

**V**

**RESPONDENT**

**Mr O Oti**

**Abellio London Ltd**

**Heard at:** London South  
Employment Tribunal

**On:** 7, 8, 9,10 & 11 November 2020

**Before:** Employment Judge Hyams-Parish

**Members:** Ms L Brooks and Ms N Beeston

**Representation:**

**For the Claimant:**

Mr J Neckles (Union Representative)

**For the Respondent:**

Ms R Jones (Counsel)

## JUDGMENT

1. The claim for breaching the statutory right to be accompanied (s.10 EReIA) is well founded and succeeds. The Claimant is awarded £250 compensation.
2. The claim of unfair dismissal (s.98 ERA) fails and is dismissed.
3. The claim of wrongful dismissal fails and is dismissed.
4. The claim of automatic unfair dismissal and suffering a detriment because the Claimant asserted his statutory right to be accompanied (S.12 EReIA) fails and are dismissed.
5. The claim of automatic unfair dismissal because he asserted a relevant statutory right (s.104 ERA) fails and is dismissed.
6. The claim that the Claimant was victimised (s.27 EQA) fails and is dismissed.

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**Employment Judge Hyams-Parish**  
**11 December 2020**

**Notes**

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.

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