



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

Mr J Bishweka

**Respondent**

**AND** (1) Lifeway Community Care Ltd  
(2) Mrs M Heath

## JUDGMENT MADE AT A LIABILITY HEARING

**HELD AT** Birmingham

**ON** 11-13,16-20 August 2021 &  
3 September (Chambers) &  
7 September (Reasons)

**EMPLOYMENT JUDGE** Hughes

**MEMBERS** Mr RS Virdee  
Mr MZ Khan

### Representation

**For the Claimant:** Dr R Ibakakombo, Lay Representative

**For the Respondent:** Ms L Amartey, Counsel

## JUDGMENT

**The unanimous judgment of the Employment Tribunal is that** the claimant's claims for harassment related to race, direct race discrimination, victimisation, unfair dismissal and wrongful dismissal are not well-founded and are hereby dismissed. This case will be listed for a Costs Hearing.

Signed by: Employment Judge Hughes

Signed on: 8 September 2021