



EMPLOYMENT TRIBUNALS

Claimant: Mr S Loretu

Respondent: Globe Trotter Suitcase Co Ltd

Heard at: Watford by CVP

On: 3 to 9 August 2021 (5 days)

Before: Employment Judge Manley
Mr D Sagar
Mr D Wharton

Representation

Claimant: In person
Respondent: Mr B Uduje, counsel

Interpreters : Ms Contu and Ms Castello

JUDGMENT

- 1 The claimant was dismissed for a reason relating to his conduct.
- 2 That dismissal was procedurally unfair because there was no appeal process. Dismissal was within the range of reasonable responses.
- 3 The claim for disability discrimination fails and is dismissed.
- 4 The claims for age, sexual orientation and race discrimination were presented out of time and it is not just and equitable to extend time to allow the claims to proceed. Those discrimination claims fail and are dismissed.
- 5 The claimant would have had no chance of overturning his dismissal on appeal and any compensatory award is reduced by 100%.
- 6 If there had been any compensatory award made, it would have been reduced by 75% for contributory conduct.
- 7 It is not just and equitable to reduce the basic award for any conduct. The tribunal awards the sum of **£1191.66** (3 x agreed gross weekly sum of £397.22) to the claimant.

Employment Judge Manley

Date_____9th August 2021__

JUDGMENT SENT TO THE PARTIES ON
16th September 2021

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THY

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FOR THE TRIBUNAL OFFICE

Note

The claimant having requested written reasons for the judgment, these will be provided as soon as possible.