



EMPLOYMENT TRIBUNALS

Claimant
Mr D Moodie

v

Respondent
BS Steel Ltd

Judgment

Heard at: Southampton

On: 1,2,3,4 and 5 November 2021

Before: Employment Judge Rayner
Mrs C Earwaker
Mr J Shah

Appearances

For the Claimant: In person

For the Respondent: Mr N Henry, Lay Representative.

1. The claimant was Unfairly Dismissed. The compensatory award is reduced by 100%.
2. The claimants claim of direct discrimination contrary to section 13 Equality Act 2010 is dismissed.
3. The claimants claim of disability discrimination contrary to section 15 Equality Act 2010 is dismissed
4. The claimants claim of disability discrimination contrary to section 20 Equality Act 20210 is dismissed.
5. The claimant was discriminated on grounds of race contrary to section 26 Equality Act 20210, in that he was harassed for a reason related to race. Three of the claimants four allegations of race harassment are proven and upheld. A fourth claim of racial harassment is dismissed.

Compensation

6. The claimant is awarded damages for injury to feeling of **£13,000.00**.
7. The claimant is awarded interest on the award for a period of three years, at the rate of 8% per annum, of **£3,120.00**.
8. The respondent will pay the claimant the following:

a. Compensation for injury to feeling	£13,000.00
b. Interest @ 8% for 3 years of	£ 3,120.00
<u>Total now payable</u>	<u>£16,120.00</u>

Employment Judge Rayner

Dated 5 November 2021

Sent to the parties: 29 November 2021

FOR THE TRIBUNAL OFFICE

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.