



EMPLOYMENT TRIBUNALS

Claimant: Mr G Singh

Respondents: Iceland Foods Limited
Mr Marc Fensome

Heard at Watford and by CVP

On:10-13 January 2022

Before: Employment Judge Manley
Ms C Baggs
Mr D Bean

Representation

Claimant: Mr Pem, solicitor

Respondent: Mr Hignett, counsel

JUDGMENT

- 1 There was no less favourable treatment of the claimant because of race.
- 2 There was no harassment of the claimant related to race.
- 3 The claimant was not victimised because he had made a protected act.
- 4 The claimant resigned and was not dismissed.
- 5 All claims fail and are dismissed.
- 6 The claimant's claims for race discrimination, harassment and victimisation were brought and continued unreasonably but no order for costs against him is made.

Employment Judge Manley

Date: 13 January 2022

JUDGMENT SENT TO THE PARTIES ON
31 January 2022

FOR THE TRIBUNAL OFFICE

Case No: 3311810/20 and 3314162/20

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.