



EMPLOYMENT TRIBUNALS

Claimant: Mr G Kikwera Akaka

Respondent: Salvation Army Trading Company Ltd

Heard at: Croydon in person **On:** 12 -14 January 2022 and 23 May 2022

Before: Employment Judge Nash
Mr Corkerton
Mr Havard

Representation

Claimant: In person

Respondent: Mr Tiplady, consultant

JUDGMENT

- 1) The claimant was fairly dismissed under s98 Employment Rights Act 1996.
- 2) The respondent did not unreasonably fail to provide written reasons for dismissal contrary to s92 Employment Rights Act 1996.
- 3) The respondent did not directly discriminate against the claimant because of his race contrary to s13 Equality Act 2010.
- 4) The respondent did not harass the claimant related to race contrary to s26 Equality Act 2010.
- 5) The respondent did not victimise the claimant contrary to s27 Equality Act 2010.

Employment Judge Nash

Date 23 March 2022

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be

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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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