



EMPLOYMENT TRIBUNALS

Claimant

Mr. A. Majid

Respondent

RAK Ceramics U.K. Limited

v

Heard at: **Birmingham (hybrid)**

On: **2,3,4 and 5 August 2022**

Before: **Employment Judge Wedderspoon**

Members : **Mr. E. Stanley**

Mrs. S. Bannister

Representation:

Claimant: **In Person**

Respondents: **Mr. C. Johnson, Consultant**

JUDGMENT

1. The unanimous decision of the Tribunal is that :-
 - 1.1 The claimant's complaint of unfair dismissal is well founded and succeeds.
 - 1.2 There is no finding of a Polkey deduction;
 - 1.3 The claimant did not cause or contribute to his dismissal;
 - 1.4 The claim for automatic unfair dismissal is not well founded and is dismissed
 - 1.5 The claim for direct race discrimination is not well founded and is dismissed.
 - 1.6 The claim for breach of contract is not well founded and is dismissed.
 - 1.7 The claim of holiday pay is not well founded and is dismissed.
 - 1.8 The claimant is awarded a basic award of £752.70.
 - 1.9 Compensatory award is assessed at £2,718.55.
 - 1.10 An uplift of 20% is £543.71
 - 1.11 The total award is calculated at £4,014.96.

5.8.2022

Employment Judge Wedderspoon