



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant

MR A ADERIBIGBE

AND

Respondent

PORTSMOUTH HOSPITALS  
UNIVERSITY NHS TRUST (R1)

LOIS HOWELL (R2)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL      ON:    24<sup>TH</sup> / 25<sup>TH</sup> / 26<sup>TH</sup> / 27<sup>TH</sup> OCTOBER 2022

EMPLOYMENT JUDGE MR P CADNEY

MEMBERS:    MR P ENGLISH  
                  MR R SPRY-SHUTE

### APPEARANCES:-

FOR THE CLAIMANT:-      IN PERSON

FOR THE RESPONDENT:-    MR M ISLAM- CHOUDHURY  
  (COUNSEL)

### DRAFT JUDGMENT

The unanimous judgment of the tribunal is that:-

The claimant's claims against both respondents of:

- i) Direct race discrimination ( s13 Equality Act 2010)
- ii) Indirect Race Discrimination (s19 Equality Act 2010)
- iii) Detriment for having exercised the right to parental leave (s47C Employment Rights Act 1996)

Are dismissed.

(As indicated orally if either party seeks full written reasons for the decision it must apply in writing within 14 days of the promulgation of this Judgment)

Employment Judge Cadney

Date: 27 October 2022

Judgment sent to the Parties: 04 November 2022

FOR THE TRIBUNAL OFFICE