



EMPLOYMENT TRIBUNALS

Claimant: Mr L Riley-Heenan

Respondent: Safety-Kleen U.K. Ltd

Heard at: Tribunals Hearing Centre, 50 Carrington Street, Nottingham, NG1 7FG

On: 17, 18 and 19 October 2022

Before: Employment Judge Adkinson sitting
with Ms JC Rawlins
Mr A Saddique

Appearances

For the claimant: In person

For the respondent: Ms Millin, Counsel

JUDGMENT

Amended under the slip rule on 10 November 2022

UPON HEARING from the claimant in person and Counsel for the respondent,
AND UPON considering the evidence

IT IS ORDERED THAT

1. The claimant for direct discrimination because of race fails and is dismissed.
2. The respondent constructively and unfairly dismissed the claimant.
3. The respondent must pay to the claimant the following:
 - 3.1. A basic award agreed in the sum of £2,361.46,
 - 3.2. A compensatory award made of the following sums:
 - 3.2.1. For loss of statutory rights, the sum of £500, and
 - 3.2.2. For loss of earnings for the period 23 February 2021 to 14 June 2021 ("the prescribed period") the sum of £4,941.02 ("the prescribed element").

4. For the purposes of the **Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996** (as amended), the total award is £7,802.48 and the balance (being the total award less the prescribed element in relation to the prescribed period set out above) is £2,861.46.

Employment Judge Adkinson

Date: 19 October 2022

Amended: 10 November 2022

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.

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