



VCD

# EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr G Sangha

AND

OCS Group UK Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham by CVP

On: 7, 8, 9, 10 (in chambers) &  
11 March 2022

Before: Employment Judge Dean

Members: Mrs S Bannister

Mr D Spencer

### Representation:

For the Claimant: in person

For the Respondent: Ms A Niaz-Dickinson of counsel

## JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's complaint that he was unfairly dismissed does not succeed and is dismissed.
2. The Tribunal does not have jurisdiction to entertain any complaint in respect of unlawful discrimination because of the protected characteristic of Race and/or Religion in respect of allegations of acts or omissions occurring before 13 April 2019.

- 3. The claimant's complaints of unlawful discrimination because of the protected characteristic of race and or religion and belief because of the prohibited acts of direct discrimination and harassment, and do not succeed and are dismissed.**
- 4. The claimant's complaint of unauthorised deductions from pay in breach of s13 of the Employment Rights Act 1996 is not proven and is dismissed.**
- 5. The claimant's complaints are dismissed.**

Employment Judge Dean  
14 March 2022

**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.**