



EMPLOYMENT TRIBUNALS

Claimant

Mr. J Smakaj

v

Respondent

Wincanton Group Limited

Heard at: Cambridge

On: 24, 25, 26, 27 and 28 October 2022

Before: Employment Judge: Mr. A. Spencer
Non-Legal Members: Mr. S. Holford
Miss. W Smith

Appearances:

For the Claimant: Mrs. Smakaj (the claimant's wife)

For the Respondent: Ms. Kaye (counsel)

JUDGMENT

The unanimous decision of the tribunal is:

1. The claimant was not unfairly dismissed.
2. The respondent did not unlawfully discriminate against the claimant by directly discriminating against him because of race.
3. The respondent did not unlawfully discriminate against the claimant by harassment related to his race
4. The claimant was not wrongfully dismissed by the respondent

All claims are hereby dismissed.

Employment Judge: Mr. A
Spencer

Date: 28 October 2022

Judgment sent to the parties on

Case No: 3315304/2020

5 December 2022

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For the Tribunal office