



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Bandaogo

Respondent
DHL Services Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON

8 -10 September
23 November
(in chambers)
24 November 2021

EMPLOYMENT JUDGE Harding

MEMBERS
Mrs Hill
Mr Simpson

Representation

For the Claimant: In Person

For the Respondent: Ms Bayliss, Counsel

JUDGMENT

The unanimous judgment of the tribunal is that:

1 The claimant's claim of direct race discrimination contrary to sections 13 and 39 of the Equality Act 2010 succeeds.

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

2 The claimant's claim of an unlawful deduction from wages contrary to sections 13 and 23 of the Employment Rights Act 1996 is out of time. It was reasonably practicable for the claim to be presented within time. Accordingly, the tribunal has no jurisdiction to hear this claim and it is dismissed.

Employment Judge Harding
Dated: 24 November 2021

JUDGMENT SENT TO PARTIES ON 10/12/2021