



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Mr S Kahsay  
2. Mr Y Tesfamariam  
3. Mr R Araya

**Respondent:** Greggs PLC

**Heard at:** Newcastle Civil & Family Courts & Tribunal, Barras Bridge,  
Newcastle upon Tyne NE1 8QF

**On:** 26<sup>th</sup>, 27<sup>th</sup>, 28<sup>th</sup>, 29<sup>th</sup> 30<sup>th</sup> September 2022; 3<sup>rd</sup>, 4<sup>th</sup> October 2022;  
24<sup>th</sup>, 25<sup>th</sup> January 2023  
26<sup>th</sup>, 27<sup>th</sup> January 2023, In Chambers  
30<sup>th</sup> January 2023 Judgment

**Before:** Employment Judge AEPitt  
Ms K Fulton  
Mr S Moules

## Representation

Claimant: In Person  
Respondent: Mr S Liberadzki

# JUDGMENT

1. The claimants' claims for Unfair Dismissal are well founded and succeed
2. Claimant 1 claim for Harassment related to race is well founded and succeeds.
3. The claimants' claims for Direct Race Discrimination is not made out and is dismissed.
4. Claimants 1 and 3 claims for Victimisation because of race is not made out and is dismissed.

Employment Judge AE Pitt

Date: 30<sup>th</sup> January 2023

## **Case No: 2501544/2021; 2501567/2021; 2501557/2021**

### 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.

### **Public access to employment tribunal decisions**

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