



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. F. Khurshid

**Respondent:** Sharps Bedrooms Limited

**Heard at Reading and by CVP**

**On: 20, 21, 22 and 23 June 2023**

**Before: Employment Judge S. Matthews  
Mr. A. Scott  
Mrs. F. Betts**

## **Representation**

**Claimant:** In person

**Respondent:** Miss S. Tharoo (Counsel)

# JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The claimant was unfairly dismissed.
2. A reduction in the compensatory award for unfair dismissal will be made under the principles in **Polkey v A E Dayton Services Limited 1988 ICR 142**. The Tribunal finds that if a fair procedure had been followed the claimant would have been dismissed in any event on 11 June 2020.
3. The complaints of direct discrimination on the grounds of race and religion fail and are dismissed.
4. The claim of harassment on the grounds of religion fails and is dismissed.
5. The respondent must pay the claimant the sum of £1502.32, comprising financial losses of £1211.55 and interest on those losses of £290.77.

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Employment Judge **S. Matthews**

Date: 26 June 2023

**Case No: 3310914/2020**

JUDGMENT SENT TO THE PARTIES ON  
20 July 2023

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FOR THE TRIBUNAL OFFICE

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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