



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Ricky Garrett

**Respondent:** London Ambulance Service NHS Trust

**Heard at:** London South, Croydon

**On:** 14-18 August 2023

**Before:** Employment Judge Atkins

**Members:** Ms M Foster-Norman  
Mr J Hutchins

## Representation

Claimant: In person

Respondent: Mr Lance Harris, Counsel

# JUDGMENT

1. References to paragraphs in this judgment are references to paragraphs in the Case Management Order of Judge Le Grys, dated 17 March 2023, which is annexed to this Judgement.
2. The unanimous judgment of the Employment Tribunal is that time should be extended only in respect of the acts listed in paragraphs 2.4.2 to 2.4.11. All other acts are out of time and no extension of time is granted in respect of them.
3. The majority judgment of the Employment Tribunal is that, in respect of:
  - (a) the claim of direct race discrimination in respect of the act listed at paragraph 2.4.9; and
  - (b) the claims of direct discrimination on the ground of belief in respect of the acts listed at paragraphs 2.4., 2.4.9, and 2.4.11;are well founded and succeed.
4. The unanimous judgment of the Employment Tribunal is that all other claims of direct discrimination, whether on the grounds of race or of belief, are not well founded and fail.
5. The Respondent must pay the Claimant the sum of £3,750 in respect of injury to feelings.

Employment Judge Atkins  
**18 August 2023**

JUDGMENT SENT TO THE PARTIES ON  
**15 September 2023**

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FOR THE TRIBUNAL OFFICE

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.

Public access to Employment Tribunal Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions).