



## **EMPLOYMENT TRIBUNALS**

**Claimant**

**Mr Abdul Hamead Chioua**

**v**

**Respondents**

**Bective Leslie Marsh Limited**

**Druce & Co (International) Limited**

## **FINAL HEARING**

**Heard at: London Central Employment Tribunal**

**On: 26<sup>th</sup>-27<sup>th</sup> September 2023 in person**

**28<sup>th</sup>-29<sup>th</sup> September 2023 by CVP**

**2<sup>nd</sup>-4<sup>th</sup> October 2023 by CVP**

**4<sup>th</sup>-6<sup>th</sup> October 2023 (In Chambers by CVP parties not attending)**

**9<sup>th</sup> October by CVP**

**Before: Employment Judge Gidney with members,  
Mr Reuby and Mrs Brayson**

**Appearances**

**For the Claimant: In person**

**For the Respondents: Mrs Afriyie (Consultant)**

## **JUDGMENT**

**The unanimous Judgment of the Tribunal is that:**

- 1. Druce & Co (International) Ltd is added as a 2<sup>nd</sup> Respondent to all claims.**

2. **The Claimant's claims of direct race discrimination, contrary to s9 and s13 Equality Act 2010 are not well founded and are dismissed.**
3. **The Claimant's claims of direct discrimination on the grounds of religion or belief, contrary to s10 and s13 Equality Act 2010 are not well founded and are dismissed.**
4. **The Claimant's claim of harassment related to religion or belief contrary to s26 Equality Act 2010 is not well founded and is dismissed.**
5. **The Claimant's claim of harassment related to race contrary to s26 Equality Act 2010 is well founded and is upheld.**
6. **The Claimant's claim of victimisation, contrary to s27 Equality Act 2010 is well founded and is upheld.**
7. **The Claimant's claim for unlawful deduction of wages, contrary to s13 Employment Rights Act 1996 is not well founded and is dismissed.**
8. **Compensation is assessed in the sum of £23,436.71.**
9. **The Tribunal declares that the Respondent did racially harass the Claimant on 17<sup>th</sup> August 2021 and thereafter subject him to a 5 month campaign of victimisation for raising a protected act related to race.**
10. **The Tribunal makes the following recommendations:**
  - 10.1. **That the Respondent implements Equality, Inclusion and Diversity training for all of its managers and staff as soon as possible;**
  - 10.2. **That the Respondent applies its Equality, Inclusion and Diversity policy in all of its dealings with its managers and staff from hereinafter.**

9<sup>th</sup> October 2023

**Employment Judge Gidney**

Sent to the parties on:

09/10/2023

For the Tribunal:

“The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

Public access to employment tribunal decisions: Note that both judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties”.