



# EMPLOYMENT TRIBUNALS

**Claimant:**

Mr E Umerah

**Respondent:**

v Alliance Care (Dales Homes) Limited

**Heard at:**

Reading

**On:** 4 September 2023

**Before:**

Employment Judge Anstis  
Mr A Kapur  
Ms C Tufts

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** Mr D Piddington (counsel)

## JUDGMENT

The claimant's claims are dismissed.

**Employment Judge Anstis  
4 September 2023**

Sent to the parties on: 18 October 2023

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 decisions:**

All 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 claimant(s) and respondent(s) in a case.