



EMPLOYMENT TRIBUNALS

Claimant: Mr A Botting

Respondent: London Borough of Croydon

Heard at: London South

On: 11, 12, 13 and 14 April 2023, 2, 3, 4, 5 6 October 2023 (5 October 2023 in chambers and 6 October 2023 for an oral decision)

Before:

Employment Judge Heath

Ms A Boyce

Mr M Cann

Representation

Claimant: Mr T Emslie-Smith (Counsel)

Respondent: Ms S Robertson (Counsel)

JUDGMENT

The following claims are not well-founded and are dismissed:

1. Unfair dismissal under section 98 Employment Rights Act 1996.
2. Automatically unfair dismissal under section 103A Employment Rights Act.
3. Detriment for having made protected disclosures.
4. Direct race discrimination.
5. Race-related harassment.
6. Victimisation.
7. Complaint under section 189 Trade Union and Labour Relations (Consolidation) Act 1992 of a failure to comply with a requirement of section 188 or section 188A of that Act.

Employment Judge **Heath**

6 October 2023_____