



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A B Sowe

**Respondent:** OCS Group UK Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Southampton (Hybrid by video)

**On:** 4 to 6 December 2023

**Before:** Employment Judge Gray and **Members:** Mr Bompas and Mr Flanagan

### Appearances

For the Claimant: Mr E Sowe (the Claimant's son)

For the Respondent: Mr J Boyd (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is:

- The Claimant's complaint of direct race discrimination fails and is dismissed.
- The Claimant's complaint for accrued but untaken holiday (for 3 days (27 hours)) succeeds.

**By consent** the holiday pay amount of **£243.54** (gross) is owed to the Claimant and the Respondent is ordered to pay the same.

**Employment Judge Gray**

**Date: 6 December 2023**

Judgment sent to the Parties: 29 December 2023

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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>