



# EMPLOYMENT TRIBUNALS

**Claimant:** Martin Leipa

**Respondent:** Polystar Plastics Limited

**Heard at:** Southampton Employment Tribunal

**On:** 4,5,6,and 7 December 2023

**Before:** Employment Judge Hay and members

**Representation**  
Claimant: in person  
Respondent: Mr. Large - Counsel

## JUDGMENT

1. Mr Leipa's claim of direct race discrimination is not well-founded and is dismissed.

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Employment Judge Hay  
Date 12 December 2023

Judgment sent to the Parties on 05 January 2024

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.

**Public access to employment tribunal decisions**

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.

**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/>