



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Richardson

**Respondent:** Calcot Services for Children Limited

**HELD AT:** By CVP at Bury St Edmunds ET

**ON:** 27, 28, 29 & 30 November 2023

**BEFORE:** Employment Judge McCluskey, N Howard, S Laurence - Doig

## REPRESENTATION

**Claimant:** Represented by Mr R O'Keefe , Counsel  
**Respondent:** Represented by Ms H Suleman, Solicitor

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of unfair dismissal is not well founded and is dismissed.
2. The complaints of direct race discrimination are not well founded and are dismissed.

Employment Judge McCluskey

Date: 30 November 2023

JUDGMENT SENT TO THE PARTIES ON

15/01/2024

FOR THE TRIBUNAL OFFICE USE

J Moossavi

**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/>