



EMPLOYMENT TRIBUNALS

Claimant: Mr Kobbie Bryant

Respondent: Ocado Central Services Limited

Heard at: Remotely by CVP (out of the Watford Employment Tribunal)

On: 18 January 2024

Before: Employment Judge Heather

Representation

Claimant: In person

Respondent: Mr Leonhardt (Counsel)

JUDGMENT

1. The Tribunal has jurisdiction to determine the following complaints of race discrimination and harassment related to race which shall proceed to a final hearing :
 - a. Direct race discrimination from June 2016 onwards (ideas for improvements overlooked or implemented without acknowledgement)
 - b. Direct race discrimination from 1 November 2019 to 21 October 2022 (emails regarding positive achievements / actions went unacknowledged)
 - c. Direct race discrimination in June 2022 (racist graffiti in the toilets)
 - d. Direct race discrimination in December 2022 (racist graffiti in the toilets)
 - e. Harassment related to race in June 2022 (lack of management support)
 - f. Harassment related to race in December 2022 (lack of management support)

- g. Harassment related to race in December 2022 (failure to clean / remove graffiti for 5 days)

in that complaints (a) and (b) were presented within the applicable time limit and complaints (c) to (g), although not presented within the applicable time limit, it is just and equitable to extend time.

- 2. The Tribunal does not have jurisdiction to determine the following complaints which are dismissed:

- a. Direct race discrimination in 2013 / 2014 (racist graffiti in the toilets)

- b. harassment in 2013/ 2014 (lack of management support)

Such complaints having been presented outside the applicable time limit and it is not just and equitable to extend time.

Employment Judge Heather

Date: 1 February 2024

JUDGMENT SENT TO THE PARTIES ON
1 February 2024

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FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at 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/>