



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr Clive Phillips

Combined Technical Solutions
Ltd

Heard at: London Central Employment Tribunal

On: 31 January – 6 February 2024

Before: EJ Webster
Mr Pearlman
Mr Tansley

Appearances

For the Claimants: Ms Aboagye (Lay representative and partner)

For the Respondent: Ms Fadipe (Counsel)

JUDGMENT

1. The Claimant's claims for harassment related to race/nationality pursuant to s26 Equality Act 2010 are not upheld.
2. The Claimant's claims for direct race discrimination pursuant to s13 Equality Act 2010 are not upheld.
3. The Claimant's claim for constructive unfair dismissal pursuant to s95(1)(c) Employment Rights Act 1996 is not upheld.

Employment Judge Webster
Date: 6 February 2024

JUDGMENT and SUMMARY SENT to the PARTIES ON

9 February 2024

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FOR THE TRIBUNAL OFFICE

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.