



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Smith

**Respondent:** Tameside and Glossop Integrated Care NHS Foundation Trust

**Heard at:** Manchester (by CVP) On: 19-23 February 2024

**Before:** Employment Judge Leach, Mrs A Eyres, Mr D Lancaster.

## REPRESENTATION:

**Claimant:** Mr Campion (Counsel)

**Respondent:** Mr Searle (Counsel)

# JUDGMENT

The claimant's complaints under the Equality Act 2010 of harassment and direct discrimination (protected characteristic, race) and of victimisation do not succeed and are dismissed.

Employment Judge **Leach**

Date 23 February 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 7 March 2024

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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.