



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr P Sogbodjor**

**v**

**WKCIC t/a Capital City  
College Group**

**Heard at:** London Central (in public; in person)

**On:** 19, 20, 21, 22, 23 and 26 February 2024

**Before:** Employment Judge **P Klimov**  
Tribunal Member **J Marshall**  
Tribunal Member **L Tyler**

**Representation:**

**For the Claimant:** **Mr A Leonhardt**, counsel

**For the Respondent:** **Mr A Johnston**, counsel

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

- 1) The claimant's complaint of direct race discrimination with respect to the allegations:
  - a. *Ms Cooke raising serious allegations of misconduct against the Claimant on or around 23 February 2021;*
  - b. *The Respondent suspending the Claimant on/around 24 February 2021;*

- c. *The Respondent refusing the Claimant's appeal against suspension or around 15 March 2021;*
- d. *The Respondent's refusal to allow the Claimant third party support at meeting(s) with Ms Cooke;*
- e. *The Respondent's assertion that the Claimant should attend a purported 'protected conversation' with the Respondent to consider the termination of his employment.*
- f. *The refusal of a risk assessment for the Claimant's office in or around June 2021;*
- g. *The refusal to provide an alternative office space for the Claimant;*
- h. *Ms Cooke's allegations regarding the Claimant, which he considered unjustified and malicious, made by email dated 11 June 2021;*
- i. *The Claimant was included on a 'blacklist' of staff at City and Islington College against whom action was to be taken by HR.*
- j. *Attempts to pressure the Claimant to accept additional duties and workload.*
- k. *Ms Cooke's demand for disciplinary action against the Claimant on 23 September 2021;*
- l. *Ms Cooke's allegations regarding the Claimant, which he considered unjustified and malicious, made via email dated 8 December 2021; and*
- m. *The Respondent's on-going failure, or refusal, to provide the Claimant with documentation from the internal processes relating to him.*

was not presented within the applicable time limit. It is not just and equitable to extend the time limit. This part of the claimant's complaint of direct race discrimination is therefore dismissed.

2) The claimant's complaint of victimisation with respect to the allegations:

- a. *The Respondent's assertion that the Claimant should attend a purported 'protected conversation' with the Respondent to consider the termination of his employment.*
- b. *The refusal of a risk assessment for the Claimant's office in or around June 2021;*
- c. *The refusal to provide an alternative office space for the Claimant;*
- d. *Ms Cooke's allegations regarding the Claimant, which he considered unjustified and malicious, made by email dated 11 June 2021;*
- e. *The Claimant was included on a 'blacklist' of staff at City and Islington College against whom action was to be taken by HR.*
- f. *Attempts to pressure the Claimant to accept additional duties and workload.*
- g. *Ms Cooke's demand for disciplinary action against the Claimant on 23*

September 2021;

- h. Ms Cooke's allegations regarding the Claimant, which he considered unjustified and malicious, made via email dated 8 December 2021; and*
- i. The Respondent's on-going failure, or refusal, to provide the Claimant with documentation from the internal processes relating to him.*

was not presented within the applicable time limit. It is not just and equitable to extend the time limit. This part of the claimant's complaint of victimisation is therefore dismissed.

- 3) The remaining parts of the claimant's complaints of direct race discrimination and victimisation are not well-founded and are dismissed.
- 4) The claimant's application for a costs order fails and is dismissed.

**Employment Judge Klimov**

26 February 2024

Sent to the parties on:

7 March 2024

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For the Tribunals 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.

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