



EMPLOYMENT TRIBUNALS

Claimant: Mr Neva Narli

Respondent: Babcock Integrated Technology Ltd

Heard at: By Video **On:** 8 – 11 April 2024

Before: Employment Judge Danvers
Mrs Monaghan
Mr Beese

Representation

Claimant: In person
Respondent: Mr Adjei, Counsel

JUDGMENT

1. The Claimant's complaint of direct nationality discrimination is well-founded and succeeds. The exceptions under s.192, Schedule 9 para 1 and Schedule 23 para 1(e) Equality Act 2010 do not apply.
2. There is a 40% likelihood that the Claimant would have been dismissed for non-discriminatory reasons two weeks after his employment in fact terminated.

Employment Judge Danvers
Date. 13 April 2024

JUDGMENT SENT TO THE PARTIES ON
18 April 2024 By Mr J McCormick

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.