



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Stapleton Copeland

**Respondents:** (1) SMC Express Ltd  
(2) Scott Carroll

## JUDGMENT

### Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the Leeds Employment Tribunals on 18 December 2023. The respondents have failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 21 of the Rules of Procedure.
2. The First Respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£2,380** gross.
7. The claim for direct race discrimination against the First Respondent and the Second Respondent succeeds.
8. The claim for harassment related to race against the First Respondent and the Second Respondent succeeds.
9. The amount of compensation to which the claimant is entitled for the unlawful discrimination and harassment will be determined at a Remedy Hearing.

Employment Judge Ayre

Date: 13 May 2024