



EMPLOYMENT TRIBUNALS

Claimant: Mr Gerald Clapham
Respondent: Amberon Ltd
On: 20 – 23, 28 and 29 May 2024
Before: Employment Judge Ahmed
Members: Ms F French
Ms L Lowe
At: Nottingham

Representation

Claimant: In person
Respondent: Ms Sarah Clarke of counsel

JUDGMENT

The unanimous decision of the Tribunal is that:

1. The Claimant's complaints of direct race discrimination, harassment based on the protected characteristic of race, direct age discrimination, victimisation and constructive unfair dismissal are all dismissed.
2. The Respondent's application for costs is allowed.
3. The Claimant is ordered to pay the Respondent the sum of £6,000.00 as a contribution to the costs incurred by the Respondent as a result of the Claimant's unreasonable conduct and because the complaints had no reasonable prospects of success.

Employment Judge Ahmed

Date: 30 May 2024

JUDGMENT SENT TO THE PARTIES ON

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

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

