



EMPLOYMENT TRIBUNALS

Claimant: Mr K Byfield
Respondent: AD Williams Express Heathrow Ltd

Heard at: Watford **On:** 1 to 3 May 2024

Before: Employment Judge Dick
Mr F Wright

Representation

Claimant: In person
Respondent: Ms E Sole (counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of direct race discrimination is not well-founded and is dismissed.
2. The following complaints of harassment related to race are well-founded and succeed:
 - a. An employee of the respondent singing and shouting, in front of some of the claimant's colleagues, "What a beautiful chocolate man" during the claimant's first week of employment on multiple occasions.
 - b. The same employee of the respondent singing and shouting, in front of some of the Claimant's colleagues, "What a beautiful chocolate man" during the remaining period of the claimant's employment.
 - c. A different employee of the respondent saying, in the claimant's presence and in relation to a customer: "This stupid Paki, I hate these Muslim people."
3. The remaining complaints of harassment related to race are not well-founded and are dismissed.
4. Remedy will be determined at a hearing at 10 a.m. on 12 July 2024 at Watford Employment Tribunal.

Employment Judge Dick

4 June 2024

JUDGMENT SENT TO THE PARTIES ON
6 June 2024

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.

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