



# THE EMPLOYMENT TRIBUNALS

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**Heard at:** Croydon (by video) **On:** 10-18 June 2024

**Claimant:** Mr Carew

**Respondent:** Elysium Healthcare Ltd

**Before:** Employment Judge Robinson  
Ms Janet Keene  
Ms Janet Jerram

**Representation:**

**Claimant** In person

**Respondent** Miss Bowen (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant's claims of direct discrimination, harassment and victimisation, all on the grounds of race, are not well-founded and are dismissed.
2. The Respondent made an unauthorised deduction from the Claimant's wages of the gross sum of £681.60. The Respondent is ordered to pay the Claimant the sum of £681.60 on the which the Claimant will need to self-assess regarding his tax and national insurance contributions.

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Employment Judge Robinson  
Date: **21 June 2024**

**Case Numbers: 2306061/2020, 2300258/2021 and 2303822/2022**

JUDGMENT SENT TO THE PARTIES ON  
**2 July 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.

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