



EMPLOYMENT TRIBUNALS

Claimant: Mr Gregory Dunning

Respondent: Grange Motors (Brentwood) Ltd

RECORD OF A FINAL HEARING

Heard at: London South (in person)

On: 14-16 February 2024
20-24 May 2024,
19 June 2024 (in chambers)
12 September 2024

Before: Employment Judge Hart, Ms Beeston and Ms Boyce

Appearances

For the claimant: Litigant in person
For the respondent: Ms Cheng (counsel)

ORAL JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The complaint of breach of contract in relation to notice pay (wrongful dismissal) is upheld. The respondent is to pay the claimant three months' notice pay amounting to **£4085.84 net**.
2. The complaint of direct race discrimination in relation to:
 - 2.1.1 being referred to as 'The South African' / 'South African Cunt, and /or
 - 2.1.2 the misconstruction of the comment 'do you want to fight me',is not upheld and is dismissed.
3. The complaint of harassment related to race claims in relation to:
 - 3.1.1 being referred to as 'The South African' / 'South African Cunt', and / or

3.1.2 the misconstruction of the comment 'do you want to fight me', is not upheld and is dismissed.

4. The complaint of unlawful deduction of wages and / or breach of contract in relation to:
- 4.1.1 £1,000 deducted from Mr Dunning's wages to pay Ms Saunders, and /or
 - 4.1.2 outstanding commission of £9,200 on cars that Mr Dunning sold, is not upheld and is dismissed.

Employment Judge Hart

Date: 12 September 2024

Note

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/>