



EMPLOYMENT TRIBUNALS

Claimant: Danial Kordrostami
Respondent: Metro Bank plc
Heard at: East London Hearing Centre (by CVP)
On: 15, 16, 17, 18 and 22 October 2024
Before: Employment Judge Mack
Members: Ms M Legg
Mr S Woodhouse

Representation

Claimant: The claimant represented himself
Respondent: Daniel Jackson (counsel)

JUDGMENT

1. The claimant's claim of harassment related to race was brought out of time and is dismissed.
2. The claimant's claim of direct discrimination on the ground of race was brought out of time and is dismissed.
3. The claimant's claim of discrimination arising from disability is not well-founded and is dismissed.
4. The claimant's claim of victimisation is not well-founded and is dismissed.
5. The claimant's claim of detriment on the ground that he made a protected disclosure is not well-founded and is dismissed.
6. The claimant's claim of constructive unfair dismissal is not well-founded and is dismissed.

Employment Judge Mack
Dated: 28 October 2024

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 (apart for judgments under Rule 52) 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/>