



EMPLOYMENT TRIBUNALS

Claimant: Mr T Gbaja-Biamila
Respondent: London Borough of Hounslow

Heard at: London South, by CVP **On:** 7, 8, 9 and 10 October 2024

Before: EJ Rice-Birchall, Mr Mardner and Mr Sher

Representation

Claimant: In person
Respondent: Mr Lester, counsel

JUDGMENT

1. The complaint of unfair dismissal is not well-founded. The claimant was fairly dismissed.
2. The complaint of direct race discrimination is not well-founded and is dismissed.
3. The complaint of victimisation is not well-founded and is dismissed.

Employment Judge Rice-Birchall
Date 10 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 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

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2301115/2023
2306755/2023**

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/>