



EMPLOYMENT TRIBUNALS

Claimant: Mr Bashier

Respondent: The Lawn Tennis Association

Heard at: London South (in person) **On:** 11-13 December 2024

Before: Employment Judge Hart, Mr Khan and Ms Whitlam

Representation:

For the claimant: Representing himself

For the respondent: Ms Gyane (Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint of direct race discrimination, in connection to the Respondent dismissing the Claimant on 22 June 2024, is **not well-founded** and is dismissed.
2. The complaints of direct race discrimination and / or harassment related to race, that an individual ("X") instructed the claimant to leave a room on 15 June 2024

while the claimant was working in Nottingham during a tennis tournament, is **struck out** on the ground that it has no reasonable prospect of success.

3. The complaint of harassment related to race, that an individual ("X") said the following to the Claimant on 15 June 2024: "where are you from originally?", "Do you have a dual passport?" and "Colonialism helped Africa", is **struck out** on the ground that it has no reasonable prospect of success.
4. The **£10 deposit** is to be refunded to the Claimant: our findings being not for substantially the same reasons given in the deposit order of 6 June 2024.

Employment Judge **Hart**

Date: 13 December 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/>