



EMPLOYMENT TRIBUNALS

Claimant: Mr Adeel Habib

Respondent: Currys Group Limited

Heard at: Southampton

On: 3rd – 7th March 2025

Before: Employment Judge David Hughes
Mr Peter English
Mr Mark Richardson

Representation

Claimant: In person

Respondent: Mr Shane Crawford, counsel

JUDGMENT

1. The complaint of unfair dismissal is struck out as having no reasonable prospect of success, the Claimant not having been employed for two years or more;
2. The complaint of direct race discrimination is not well-founded and is dismissed;
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed;
4. The complaint of harassment related to sex is not well-founded and is dismissed;
5. The complaint of breach of contract in relation to notice pay is well founded;
6. The Respondent shall pay the Claimant £1,209.64 as damages for breach of contract. This figure represents the net pay that the Claimant should have received for notice pay, after discounting the notice pay actually received;
7. The complaints of breach of contract in relation to bonuses and overtime are not well-founded and are dismissed;

8. The Claimant's allegations that he was discriminated against on the grounds of race when:
- a) His request for holiday was refused and;
 - b) When he was made to feel unwelcome generally by colleagues;

In respect of which a deposit order was made by Employment Judge Dawson on 14.05.2024, have been dismissed for substantially the same reasons as those for which Employment Judge Dawson made the deposit order, and the deposit paid by the Claimant shall be paid to the Respondent.

Employment Judge David Hughes

11 March 2025

Judgment sent to the parties on:

25 March 2025

Jade Lobb

For the Tribunal

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from 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.