



EMPLOYMENT TRIBUNALS

Claimant: Mr N Igiehon

Respondent: Nationwide Care (Finchley) Limited

Heard at: Watford Employment Tribunal (In public; In person)

On: 7 to 11 April 2025

Before: Employment Judge Quill; Ms A Brown; Ms S Johnstone

Appearances

For the claimant: Mr T Atanda, unregistered

For the respondent: Ms V von Wachter, counsel

JUDGMENT

- (1) The Claimant was not issued with a written contract during his employment (whether the document at page 47 of hearing bundle, or at all).
- (2) There was an unauthorised deduction from the Claimant's wages on 26 August 2022. The Respondent was authorised to deduct £500, but actually deducted £2,304.08. The wages "properly payable" for 1 August 2022 to 22 August 2022 will be determined at the remedy phase, along with any decisions that are needed for the months of June and July 2022.
- (3) The Claimant was not dismissed in breach of contract. The Claimant was dismissed without notice, but in circumstances in which, because he had breached his contract of employment, he had lost the entitlement to notice.
- (4) The following race discrimination complaints succeed:
 - (i) That the Claimant was told that he was a threat on 22 August 2022 (item 4.3.1 in the list of issues)

- (ii) That he was recorded on video on 22 August 2022 (item 4.3.3 in the list of issues)
- (5) All the other race discrimination complaints fail and are dismissed.
- (6) The following sex discrimination complaints succeed:
 - (i) That the Claimant was told that he was a threat on 22 August 2022 (item 4.3.1 in the list of issues)
 - (ii) That he was recorded on video on 22 August 2022 (item 4.3.3 in the list of issues)
- (7) All the other sex discrimination complaints fail and are dismissed.
- (8) The complaints alleging automatic unfair dismissal contrary to sections 100 and 101A of the Employment Rights Act 1996 (“ERA”) are dismissed upon withdrawal.
- (9) The complaint alleging automatic unfair dismissal contrary to section 103A ERA is not well-founded and is dismissed.
- (10) By consent, all claims in relation to payment for holiday entitlement are dismissed upon withdrawal, the parties have entered into an agreement dated 10 April 2025.
- (11) A remedy hearing will be held on Wednesday 16 July 2025, if the parties fail to reach agreement on remedy issues.
- (12) Written reasons were requested orally at the end of the hearing. Unless that request is withdrawn, in writing, within 7 days of the date of this judgment being sent to the parties, the written reasons will be produced and sent to both parties.

Approved by:
Employment Judge Quill
Date: 16 April 2025

JUDGMENT SENT TO THE PARTIES ON
23 April 2025

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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.

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