



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Ratnayake

**Respondent:** Activate Enterprise Limited

**Heard at:** Reading **On: 31 March, 1, 3 and 4 April 2025**

**Before:** Employment Judge Gumbiti-Zimuto  
Mrs C Anderson and Ms H T Edwards

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr Williams, counsel

## JUDGMENT

The claimants complaints of direct race discrimination and harassment related to race are not well founded and are dismissed.

Approved by:  
Employment Judge Gumbiti-Zimuto

Date: 04 April 2025

Sent to the parties on: 9 May 2025

For the Tribunals Office

### 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:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>