



EMPLOYMENT TRIBUNALS

Claimant: Mr C Tandi

Respondent: Bank of China (UK) Limited

Heard at: London Central (remote hearing)

On: 7 July 2025 (in chambers) 8, 9 July 2025

Before: Employment Judge B Smith (sitting with members)
Tribunal member Keyms
Tribunal member Carroll

REPRESENTATION:

Claimant: In person

Respondent: Mr S Butler (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Direct discrimination

1. The complaint of direct race discrimination was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. In the alternative, the complaint of direct race discrimination is not well-founded and is dismissed.

Indirect discrimination

3. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of dyslexia with ADHD characteristics, Generalised Anxiety Disorder, or anxiety.
4. The complaint of indirect disability discrimination is not well-founded and is dismissed.

Harassment

5. The complaint of harassment related to race was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
6. In the alternative, the complaint of harassment related to race is not well-founded and is dismissed.

Victimisation

7. The complaint of victimisation is not well-founded and is dismissed.

Approved by:
Employment Judge B Smith
9 July 2025

SENT TO THE PARTIES ON

15 July 2025

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FOR THE TRIBUNAL OFFICE