



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Ahmed

**Respondent:** The Riverside Group Limited

**Heard at:** Tribunals Hearing Centre, 50 Carrington Street, Nottingham, NG1 7FG

**On:** 23 to 26 June 2025

**Before:** Employment Judge Adkinson  
Mr C Tansley  
Mr M Akhtar

## Appearances

**For the claimant:** In person

**For the respondent:** Ms L Quigley, Counsel

## JUDGMENT

UPON hearing from the claimant in person and from Counsel for the respondent  
AND UPON considering the evidence in the case  
IT IS THE TRIBUNAL'S JUDGMENT AS FOLLOWS.

1. The claimant's complaint of unfair dismissal fails and is dismissed.
2. The claimant's complaints that
  - 2.1. His suspension was an act of direct discrimination because of race fails and is dismissed
  - 2.2. The investigation into his conduct was an act of direct discrimination because of race fails and is dismissed
  - 2.3. His dismissal was an act of direct discrimination because of race fails and is dismissed
3. The claimant's complaint his dismissal was an act of victimisation fails and is dismissed.

Approved by the Judge

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Employment Judge Adkinson

Date: 26 June 2025

JUDGMENT SENT TO THE PARTIES ON

.....17 July 2025.....

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FOR THE TRIBUNAL OFFICE

### Notes

Reasons for the judgment or order 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 (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at [www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

### Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

### Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.