



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lloyd

Respondent: JD Sports Fashion PLC

Heard at: Manchester (in public;) 16th, 17th, 18th, 19th & 20th June 2025

Before: Employment Judge Anderson
Mr I Frame
Ms L Taylor

Representatives

For the claimant: In Person

For the respondent: Ms L Amartey (Counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is as follows:

1. The claim of automatically unfair dismissal under s.103A Employment Rights Act 1996 is not well founded and is dismissed.
2. The claim of unfair dismissal is not well founded and is dismissed.
3. The claim of wrongful dismissal is not well founded and is dismissed.
4. The claims of harassment related to race are not well founded and are dismissed.
5. The claims of victimisation are not well founded and are dismissed.
6. The claims of direct discrimination because of race is not well founded and are dismissed.

7. The claims of whistleblowing detriment are not well founded and are dismissed.

Employment Judge Anderson

20th June 2025

JUDGMENT SENT TO THE PARTIES ON

28 July 2025

FOR THE TRIBUNAL OFFICE

Notes

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

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-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/>