



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr A Fawzi**

**Leonard Buca Limited**

**Held in Norwich by CVP**

**On: 8 August 2025**

**Employment Judge Isabel Manley**

## ***Appearances***

**For the claimant:** In person

**For the respondent:** Not present and not represented

# JUDGMENT ON RECONSIDERATION

- 1 The claimant's application for reconsideration of the judgment dismissing the claim is successful as he was having technological difficulties joining the hearing. The judgment made earlier this morning is revoked.
- 2 The claimant's claims for unfair dismissal, disability discrimination and whistleblowing are dismissed on withdrawal.
- 3 The claim for unlawful deduction of wages succeeds. The respondent is ordered to pay the total sum of **£1364.40** (one thousand three hundred and sixty-four pounds and 40 pence) as calculated below to the claimant, the claimant being responsible to pay any tax or national insurance contributions

Daily rate of £170 x 8	£1360
Daily rate for driving within M25 £24.30 x 8	£194.40
Training £117 x 3	£315
<b>Total</b>	<b>£1869.40</b>
Less van hire at £235 per week x 2	-£470
Less already paid	-£35

Total deductions	-£505
<b>Total sum to be paid</b>	<b>£1364.40</b>

- 4 The claim for direct race discrimination also succeeds in part. The claimant faced unlawful discrimination arising from comments made to him. I assessed the injury to feelings arising from the discrimination in the lower band of Vento and award the sum of **£1200** (one thousand two hundred pounds). The respondent must also pay that sum to the claimant.

Approved by

Employment Judge Isabel Manley

Date 8 August 2025

JUDGMENT SENT TO THE PARTIES ON

21/08/2025

FOR THE SECRETARY TO THE TRIBUNALS

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.