



EMPLOYMENT TRIBUNALS

Claimant: Mr M Ravichandran

Respondent: Nexus Foods Limited

Heard at: London South Employment Tribunal, Croydon

On: 17 October 2025

Before: Employment Judge Abbott, Mrs L Gledhill and Mr C Rogers

Representation

Claimant: Mr A Iossifidis, solicitor at South West London Law Centres

Respondent: Mr M Moore, Group HR Director

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is as follows:

1. The remedy in respect of the claimant's successful complaint of wrongful dismissal / breach of contract in relation to notice pay is that the respondent shall pay to the claimant the sum of **£495.00**, this sum being inclusive of a 25% uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.
2. The remedy in respect of the claimant's successful complaints of direct race discrimination, harassment related to race and victimisation is as follows:
 - a. The Tribunal makes the following recommendation: that within 6 months of this judgment the respondent implement a training programme for all employees concerning discrimination in the workplace, such programme to include training for managers on appropriate handling of grievances in this regard.
 - b. The respondent shall pay the claimant the following sums:
 - i. Compensation for financial losses including loss of statutory rights: £1,784.00;
 - ii. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £157.19;

- iii. Compensation for injury to feelings: £33,700.00;
- iv. Aggravated damages: £8,000.00
- v. Interest on compensation for injury to feelings and aggravated damages calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £8,600.48; and
- vi. A 20% uplift on the preceding sums pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992: £10,448.33,

this being a total compensatory sum of **£62,690.00**.

- c. Two-thirds of compensatory sum in the previous paragraph is based upon discrimination during the course of employment and therefore is tax-exempt, and the remainder relates to the termination of employment and is therefore subject to the £30,000 tax-free allowance in respect of termination payments. Accordingly, no grossing up is necessary.
- 3. The sums in paragraphs 1 and 2.b above are to be paid by the respondent to the claimant without any deduction of tax or National Insurance.
 - 4. The remedy in respect of the claimant's successful complaint of unpaid holiday pay is that the respondent shall pay to the claimant the gross sum of **£994.71**.
 - 5. In respect of the respondent's breach of its duty to provide the claimant with a written statement of employment particulars, there are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£2,581.00**.
 - 6. The sums payable under paragraphs 4 and 5 above are gross sums and taxable, so the respondent shall pay these sums to the claimant subject to the deduction of tax at the basic rate and National Insurance.
 - 7. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:
Employment Judge Abbott
Date: 19 October 2025

JUDGMENT SENT TO THE PARTIES ON
21 October 2025

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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

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Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>