



EMPLOYMENT TRIBUNALS

Claimant: Mr F Solyali

Respondent: Norfolk County Council

Heard at: Norwich (Hybrid) **On:** 9-12 December 2025

Before: Employment Judge R Wood

For the Claimant: In person (assisted by Mrs Quinn-a friend)

For the Respondent: Mr Illangaratne (Counsel)

JUDGMENT

1. The complaint of unfair dismissal is not well found and is dismissed.
2. The complaint of direct race discrimination is not well founded and is dismissed.

Approved by:

Employment Judge R Wood

Date: 23 January 2026

Sent to the parties on: 30 January 2026

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For the Tribunal Office