



EMPLOYMENT TRIBUNALS

Claimant: Mr K Manneh
Respondent: Aneurin Bevan University Local Health Board
Heard at: Cardiff **On:** 17-21 November 2025
Before: Employment Judge C Sharp
Ms E Whitlam
Mrs R Hartwell

Representation:
Claimant: Mr L Lennard (Consultant)
Respondent: Mr O James (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. the Claimant's claim for harassment relating to race is not well founded and is dismissed;
2. the Claimant's claim of direct race harassment is not well founded and is dismissed;
3. the Respondent's application for a costs order under Rule 74(2) (a) and (b) of the Employment Tribunal Rules of Procedure is successful. The Claimant is ordered to pay to the Respondent the sum of £15,000 by consent.

Approved by Employment Judge C
Sharp
Dated: 21 November 2025

ORDER SENT TO THE PARTIES ON

25/11/2025

Miriam Drake
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS

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/employment-tribunal-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/>