



EMPLOYMENT TRIBUNALS

Claimant: Mr Isifu Mwase
Respondent: Computer Forensics Lab Ltd

Heard at: Watford Employment Tribunal
On: 16/17/18/19/20 February 2026
Before: Employment Judge Alliott
Mrs G Bhatt MBE
Mr T Poil

Representation

Claimant: In person
Respondent: Mr Alan Williams (solicitor)

JUDGMENT

The judgment of the tribunal is that:

1. The claimant was harassed on racial grounds by virtue of the conduct in issue 2.2.1.
2. The claimant was victimised by virtue of the conduct in issues 4.2.4, 4.2.5 and 4.2.6.
3. The respondent is ordered to pay the claimant the total sum of £13,280.77, being:
 - (i) £10,000 for injury to feelings;
 - (ii) £2,073.43 interest thereon;
 - (iii) £1,207.34 10% uplift for unreasonable failure to comply with the ACAS Code of Practice on grievances.
4. The rest of the claimant's direct race discrimination, harassment on racial grounds and victimisation claims are dismissed.
5. The claimant's application for an anonymity order is refused.

Approved by:

Employment Judge Alliott

Date: 24 February 2026

JUDGMENT SENT TO THE PARTIES ON

4 March 2026

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/