



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Neville Senior

**Respondent:** Servo Securities Ltd.

**Heard at:** London South (by CVP)      **On:** 22- 26 May 2025

**Before:** EJ Harley  
Dr Chacko  
Ms Thompson

**Representation:**

**Claimant:** In person

**Respondent:** Mr Ushieagu (Peninsula Law)

## JUDGMENT

1. The claimant made no qualifying disclosures in respect of criminal offences or conduct, any failure to comply with legal obligations, any endangerment of health and safety, or the deliberate concealment of such matters, as defined by section 43B of the Employment Rights Act 1996.
2. Consequently, all claims for alleged detriments suffered as a result of making protected disclosures are not well-founded and are dismissed.
3. The claim of Automatic Unfair Dismissal for making protected disclosures, under section 103A of the Employment Rights Act 1996, is not well-founded and is dismissed.
4. The complaint of Victimisation under section 27 of the Equality Act 2010, on the grounds of having performed a protected act, namely disclosing racial bias or discrimination, and then suffering detriments, including dismissal, is not well founded and is dismissed. All attendant remedies claimed for detriment, discrimination or dismissal as a result of victimisation fail and are dismissed.
5. The claim for unauthorised deductions from wages is dismissed on withdrawal.

Employment Judge Harley  
Date: 26 September 2025

**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.

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**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/>