



EMPLOYMENT TRIBUNALS

Claimant: Mr. I Powell-Taitt
Respondent: M Power Limited
Heard at: London South, by video
On: 1, 2, 3 and 4 December 2025
Before: Employment Judge Cawthray
Ms. R Effeny
Mr. D Newlyn

Representation

Claimant: In person, not legally qualified
Respondent: Mr. Hill, Counsel

JUDGMENT

1. The complaint of direct race discrimination is not well-founded and is dismissed.
2. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
3. The complaint of harassment related to religious belief is not well-founded and is dismissed.
4. The complaints of harassment related to disability and sexual orientation were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
5. The Respondent accepted that the Claimant was wrongfully dismissed and is due payment for his four week notice period. The Respondent shall pay directly to the Claimant **£1,383.63** as damages for breach of contract. This figure has been calculated using net pay and includes net salary of £1,333.48 and £53.15 for pension contributions. The Respondent is responsible for the payment of any tax or National Insurance to HMRC.

Approved by:

Employment Judge Cawthray

4th December 2025

Judgment sent to parties on:

11th December 2025

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/