



EMPLOYMENT TRIBUNALS

Claimant: Mr Nnamdi Orgu
Respondent: Roseberry Care Centres GB Ltd
Heard at: Newcastle Employment Tribunal
On: 9th, 10th, 11th March 2026
Before: Employment Judge Sweeney

Appearances

For the Claimant, in person

For the Respondent, Tom Muirhead, litigation consultant

JUDGMENT

1. The claim of direct race discrimination is not well-founded and is dismissed.
2. The Respondent, having failed to establish that the Claimant had committed gross misconduct, the claim of wrongful dismissal is well-founded and succeeds.
3. The Respondent is ordered to pay the Claimant damages of £1,340.26.

Employment Judge Sweeney

Date: 11 March 2026

Note

Summary Reasons for the Judgment having been given orally at the hearing, written summary reasons will not be provided unless a request was made by either party at the hearing or a written request is received by the Tribunal 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/>