



EMPLOYMENT TRIBUNALS

Claimant: Mr A Missier
Respondent: Commture Ltd (t/a EE franchise)

Heard at: Birmingham **On:** 27th April 2026

Before: Employment Judge Walker

Appearances:

Claimant: In person

Respondent: Miss Scarborough-Lang (litigation consultant)

JUDGMENT

1. The claimant's claim of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
3. The complaint of harassment related to race is not well-founded and is dismissed.

Approved on: 27th April 2026

Employment Judge Walker

Judgment sent to the parties on:

28th April 2026

For the Tribunal:

Curtis Burr

Written reasons

Full reasons for the judgment were given orally at the hearing. Written full reasons will not be provided unless a) a party asked for them at the hearing or b) a written request for full reasons is received by the Employment Tribunal within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.

Recordings

If an Employment 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/