



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Proctor

**Respondent:** Jintana Limited

**HELD AT:** Liverpool

**ON:** 25 & 26 March 2026

**BEFORE:** Employment Judge Johnson

**MEMBERS:** Mr R Cunningham  
Mrs L Heath

## REPRESENTATION:

**Claimant:** Second claimant - Unrepresented

**Respondent:** Mr B Hendley (consultant)

# JUDGMENT

The judgment of the Tribunal is that:

- (1) The complaint of direct race discrimination contrary to section 13 Equality Act 2010 is not well-founded and is dismissed.

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Employment Judge Johnson

Date 27 March 2026

JUDGMENT SENT TO THE PARTIES ON

30 April 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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>