



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Sunil Chacko

v

Travelodge Hotels Limited

Heard at: Bury St Edmunds (by CVP)

On: 9, 10, 11, 12 March 2026

Before: Employment Judge K J Palmer

**Members: Mrs L Salmon
Mrs L Durrant**

Appearances

For the Claimant: In person

For the Respondent: Miss Charalanbous (Counsel)

JUDGMENT PURSUANT TO A FOUR DAY HEARING CONDUCTED BY CVP

It is the unanimous Judgment of this Tribunal as follows:

1. The Claimant's claim for unfair dismissal fails and is dismissed.
2. The Claimant's claim for automatic unfair dismissal under section 103A of the Employment Rights Act 1996 fails and is dismissed.
3. The Claimant's claims for direct race discrimination under section 13 of the Equality Act 2010 fail and are dismissed.
4. The Claimant's claims for harassment related to race under section 26 of the Equality Act 2010 fail and are dismissed.

Approved by:

Employment Judge K J Palmer

Date: 17 March 2026

Sent to the parties on: 5 May 2026

For the Tribunal Office

Note:

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 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 is likely to be payable in most but not all circumstances. 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/>