



EMPLOYMENT TRIBUNALS

FINAL HEARING

Claimant: Mr N Curelea-Beer
Respondent: EE Limited
Heard at: Sheffield Employment Tribunal
On: 18, 19, and 20 May 2026
Before: Employment Judge Stephen Shore

Appearances

For the claimant: In Person
For the respondent: Mrs M Hanmer, Solicitor

JUDGMENT

1. The Tribunal determines the claimant's claims of harassment related to the protected characteristic of race under section 26 of the Equality Act 2010 as follows:

1.1 The allegation that in April or May 2024, during a morning meeting, the claimant's former Team Leader made the comment, "Who do you all think is the lowest with the incentive results in the team? Exactly who you expect, Nick." fails. The claim was presented out of time, and it would

not be just and equitable to extend time. In any event, the claim fails on its merits.

1.2 The allegation that in July or August 2024, the claimant's former Team Leader made a comment that he would "send [the claimant] back to Rwanda." fails. The claim was presented out of time, and it would not be just and equitable to extend time. In any event, the claim fails on its merits.

1.3 The allegation that on 5 September 2024, the claimant's former Team Leader made a direct threat to the claimant's wellbeing by stating that if the claimant did not meet one of the targets set by the company, the claimant would not have a birthday, fails. The claim was presented out of time, and it would not be just and equitable to extend time. In any event, the claim fails on its merits.

1.4 The allegation that on 6 September 2024, the claimant's former Team Leader made a comment at a morning team briefing (which he missed in order to seek advice from his trade union about the incident on 5 September) that, "There is no other advisor in this place whose neck I want to ring more than Nick's." fails. The claim was presented out of time, and it would not be just and equitable to extend time. In any event, the claim fails on its merits.

2. As all the claimant's claims have been dismissed, there is no requirement for a remedy hearing.

Case Number: 6003170/2025

Employment Judge Shore
20 May 2026