



EMPLOYMENT TRIBUNALS

Claimant: Joaquim Batista

Respondent: Cwmdare Home Limited

Heard at: Wrexham

On: 19, 19, 20, 21 & 22 April
2026

Before: Employment Judge Shotter

REPRESENTATION:

Claimant: In person, supported by Miss Hardip Biriah (partner)

Respondent: Mr D Jenkins, counsel

JUDGMENT

The Judgment of the Tribunal is:

1. The claimant's claim for automatic unfair dismissal brought under section 103A of the Employment Rights Act 1996 is not well-founded and is dismissed.
2. The complaint of direct race discrimination is not well-founded and is dismissed.
3. The complaint of direct sex discrimination is not well-founded and is dismissed.
4. The complaint of harassment related to race and sex are not well-founded and is dismissed.

Approved by:

Employment Judge Shotter

On: 22 May 2026

Judgment sent to the parties on:

9 June 2026

For the Tribunal:

Mary Bateman

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a 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/