



EMPLOYMENT TRIBUNALS

Claimant

Mr K Jedlovsky

Respondents

v

Securitas Security Services (UK) Ltd

Heard at: Watford, in person

On: 18-22 May 2026

Before: Employment Judge Hyams

Members: Ms N Duncan
Ms E Ojiako

Representation:

For the claimant: Mr Samuel Martins, representative
For the respondent: Mr John Lee, solicitor

UNANIMOUS JUDGMENT ON LIABILITY

1. The claimant's claim for unpaid holiday pay is dismissed on its withdrawal.
2. The claimant's claim of direct discrimination because of race, contrary to sections 13 and 39(2) of the Equality Act 2010, does not succeed and is dismissed.
3. The claimant's claim of harassment within the meaning of section 26(1) and (4) of that Act, contrary to section 40 of that Act, does not succeed and is dismissed.
4. The claimant's dismissal was not unfair.

Approved by Employment Judge Hyams
Date: 22 May 2026

SENT TO THE PARTIES ON

15 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons for the judgment having been given in writing on the basis that (for the reasons stated in the document handed down) they are to be treated as having been given orally at the hearing and no request for written reasons having been made at that hearing, written reasons will not be provided formally in this case unless a written request is presented by either party within 14 days of the sending of this written record of the decision. If formal written reasons are provided in this case then they will be full written reasons and will accordingly be placed online.

All judgments (apart from judgments under Rule 51) and any full 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/