



EMPLOYMENT TRIBUNALS

Claimant: Lucian Bota

Respondent: OCS Group UK Limited

Heard at: Bury St. Edmunds (by CVP; in private) **On:** 19 May 2026

Before: Employment Judge Grahame Anderson

Appearances

For the claimant: Ms. K Reed (Counsel)

For the respondent: Mr. P. Wilson (Counsel)

JUDGMENT

- (1) The Claimant's applications to amend his claim to include the following claims are refused:
 - a. Indirect discrimination (religion or belief) contrary to s. 19 of the Equality Act 2010;
 - b. Harassment related to race contrary to s. 26 of the Equality Act 2010;
 - c. Harassment related to religion or belief contrary to s. 26 of the Equality Act 2010.
- (2) The Respondent's application to withdraw its concession that the Claimant is a disabled person succeeds.

Approved by

Employment Judge Grahame Anderson

19 May 2026

Sent to the parties on:

22 June 2026

For the Tribunal Office: