



EMPLOYMENT TRIBUNALS

Claimant: Mr A Alboraiki

Respondent: Kingfisher Industrial Ltd

Heard at: Birmingham

On: 6, 7, 8, 9, 10, 13, 14, 15, 16 July 2026

Before: Employment Judge Meichen, Mrs W Ellis, Ms M Stewart MBE

Appearances

For the claimant: Mrs Alboraiki, the claimant's wife

For the respondent: Ms McGee, counsel

LIABILITY JUDGMENT

1. The respondent subjected the claimant to direct race discrimination by:
 - 1.1 On 12th October 2023 Rachel Harris treated the Claimant's complaint of race discrimination as banter, referred to her Dad calling someone a 'black bugger' and used the expression 'black as the ace of spades'.
2. The respondent subjected the claimant to direct discrimination on grounds of religion or belief by:
 - 2.1 On 12th October 2023 Rachel Harris, in response to being told that Mark Cooper had told the Claimant and Delroy to clean up everyone else's mess, said 'if there were two white British Catholics downstairs that were constantly asked to clean, would you see that as racism or just unfair?'.
3. The respondent subjected the claimant to victimisation by:
 - 3.1 Suspending the Claimant on 13th June 2024;
 - 3.2 Dismissing the Claimant on 14th June 2024.
4. The respondent wrongfully dismissed the claimant.
5. The other complaints made by the claimant in this claim fail and they are dismissed.

Employment Judge Meichen
Approved on 17.7.26

Full reasons for the judgment having been given orally at the hearing, further 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.