



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Anthony

**Respondent:** Asda Stores Limited

**Heard at:** Leeds

**On:** 3,4,7,10.11.12,13 and 14 August 2026

**Before:** Employment Judge Shepherd

**Members:** Mr Taj  
Mr Wilks

## Appearances

**For the claimant:** In person

**For the respondent:** Mr Sangha, counsel

## JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claim of direct race discrimination is not well-founded and is dismissed.
2. The claim of harassment related to race is not well-founded and is dismissed.
3. The claim of sexual harassment is not well-founded and is dismissed.
4. The claim of harassment related to sex is not well-founded and is dismissed.
5. The claim of victimisation is not well-founded and is dismissed.
6. The claim of Detriment on the ground that the claimant had made a protected disclosure (whistleblowing) is not well-founded and is dismissed
7. The claim of constructive unfair dismissal is not well-founded and is dismissed.
8. The claim of unauthorised deduction from wages is dismissed following a settlement through ACAS.

9. The stand-alone third party harassment complaint is dismissed upon withdrawal.

**Employment Judge Shepherd**

17 August 2026