



EMPLOYMENT TRIBUNALS

Claimant: Mr R Nkusi

Respondent: Rapier Employment Limited

Heard at: Midlands West

On: 12 and 13 October 2026

Before: Employment Judge Faulkner

Representation:

Claimant	- in person
Respondent	- Miss E Perry (HR Manager)

JUDGMENT

1. The Respondent did not contravene section 39 of the Equality Act 2010 by discriminating against the Claimant because of race, or by victimising him, as follows:

1.1. By terminating his assignment with a client of the Respondent on 4 February 2025.

1.2. By an employee of the client, Carl Smith, failing to investigate allegations made by the Claimant that he had been subjected to discrimination and/or victimisation in the course of the assignment.

1.3. By Harvey Townson of the Respondent failing to investigate a complaint by the Claimant that he had been subjected to discrimination and/or victimisation in the course of the assignment.

1.4. By not offering the Claimant any further assignments.

2. All of the Claimant's complaints are therefore dismissed.

Employment Judge Faulkner
Approved on: 14 October 2026

Notes

Full reasons for the above Judgment were given orally at the hearing. Written full 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.

Public access to employment tribunal decisions

All judgments (apart from those under rule 51 of The Employment Tribunal Procedure Rules 2024) and any written full reasons for judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>