



EMPLOYMENT TRIBUNALS

Claimant: Mr Darren Parris

Respondent: Teleperformance Ltd

Heard at: Birmingham via CVP **On:** 12th – 15th October 2026

Before: Employment Judge H V Dieu
(sitting alone)

Representation:

Claimant: In person

Respondent: Ms Foale

JUDGMENT

The judgment of the Tribunal is that:

1. The complaint of direct race discrimination is not well founded and is dismissed.
2. The complaint of direct age discrimination is not well founded and is dismissed.
3. The complaint of unfair dismissal is not well founded and is dismissed.

Employment Judge H V Dieu
Dated: 15th October 2026

NOTE:

Full reasons for the Judgment having been given orally at the hearing, full 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.

Judgments and reasons for the Judgments are published, in full, online at www.gov.uk/employment-Tribunaldecisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

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 Case Number: 2409466/2023 - 3 - 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-practicedirections/>