Case No: 2404680/2024

EMPLOYMENT TRIBUNALS

Claimant: **Mr. M. Reid**

Respondent: **Haier Smart Home UK & I Limited**

Heard at: **Liverpool Employment Tribunal**

On: **21 to 25 September 2026**

Before: **Judge Callan (sitting alone)**

Representation
Claimant: In person
Respondent: Mr. S.A. Brochwicz-Lewinski, counsel

JUDGMENT

For the reasons given in a summary oral judgment on 25 September 2026:

1. The complaints of harassment related to race contrary to section 26 Equality Act 2010 are not well-founded and are dismissed.

2. Complaints of direct race discrimination under section 13 Equality Act 2010 are not well-founded and are dismissed.

3. The claim of automatic unfair dismissal contrary to section 103A Employment Rights Act 1996 is dismissed.

4. The complaint of victimisation contrary to section 27 Equality Act 2010 is dismissed.

J. Callan

Judge Callan

Date: 25 September 2026

JUDGMENT SENT TO THE PARTIES ON
Date: 4 November 2026

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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.

If written summary reasons are requested, written full reasons may be provided; if they are provided, they will be placed online.

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Judgments (apart from judgments under Rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 Guidance on the Recording and Transcription of Hearings and accompanying Guidance, which can be found at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/