



EMPLOYMENT TRIBUNALS

Mr M Islam
Claimant

and 1. Cromwell Group (Holdings) Ltd
2. Cromwell Tools Ltd
3. Jenny Rigby
4. Daniel Lane
5. Jo McGuigan
6. Mark Shinton
7. Joe Lewis
Respondents

Held at: Leicester

On: Friday 1 February 2019

Before: Regional Employment Judge Swann (sitting alone)

Representation

For the Claimant: In person

For the Respondents: Mrs K Welsh, Solicitor
Ms Amisha Ruparel (Human Resources) in support

JUDGMENT BY CONSENT

The judgment of the tribunal is that:

1. The claims of direct race and direct age discrimination are hereby dismissed upon withdrawal by the Claimant and with the Claimant's consent. The remaining claims will now proceed towards a final hearing.
2. The individually named Respondents in this case, namely R3 (Jenny Rigby), R4 (Daniel Lane), R5 (Jo McGuigan), R6 (Mark Shinton) and R7 (Joe Lewis) are hereby removed from these proceedings with the consent of the Claimant on the basis that the First Respondent (Cromwell Group (Holdings) Ltd) accepts full vicarious liability for the actions of its employees

the individual Respondents named above in respect of any claims now brought and pursued.

3. The Second Respondent in this matter, namely Cromwell Tools Ltd, is also removed from the proceedings with the consent of the Claimant on the basis that it was not the employer of the Claimant at the relevant time and that the correct Respondent in this case should be Cromwell Group (Holdings) Ltd

Regional Employment Judge Swann

Date: 6/2/2019

JUDGMENT SENT TO THE PARTIES ON

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