



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Clarke

**Respondent:** North Lincolnshire Council

**Heard at:** Hull **On:** 22, 23 and 24 May 2023

**Before:** Employment Judge Miller  
Ms Y Fisher  
Mr M Taj

**Representation**

Claimant: In person (assisted by his wife)

Respondent: Mr T Benjamin (counsel)

## JUDGMENT

1. The claimant's claims of direct race discrimination are unsuccessful and are dismissed.
2. The claimant's claim of unfair dismissal is well founded and succeeds. The claimant contributed 100% to his dismissal and the Tribunal makes no award of compensation.
3. The tribunal does not make an order for reinstatement or re-engagement.

Employment Judge **Miller**

Date 24 May 2023