

JB



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

Mr A Shawn

**TIAF Limited (in
voluntary liquidation)**

Held at Croydon

On 27 September 2023

**BEFORE: Employment Judge Siddall
Ms N Christofi
Ms C Oldfield**

Representation

For the Claimant: In person

For the Respondent: No attendance and no representation

JUDGMENT

The decision of the tribunal is that:

1. The claim for unfair dismissal is struck out as the Claimant did not have two year's continuous service.
2. The claims for direct religious discrimination and harassment do not succeed and are dismissed.
3. The claim of direct race discrimination succeeds.
4. The claim of racial harassment is dismissed.
5. The Claimant is awarded:
 - a. Thirteen week's loss of earnings amounting to £4926.74

- b. A sum for injury to feelings of £3000.
- c. A ten per cent uplift to the above sums as the Respondent failed to comply with the ACAS Code of Practice on Grievance and Disciplinary Procedures and carry out a disciplinary hearing prior to dismissal.
- d. The total sum awarded to the Claimant is £8719.41

—

Employment Judge Siddall
Date: 27 September 2023.