



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Neves

**Respondent:** CleanEvent Services Limited

**Heard at:** Watford  
**On:** 19-20 January 2024

**Before:** Employment Judge Caiden  
Mr N Boustred  
Mr I Murphy

**Representation**

**Claimant:** In person (with benefit of a Portuguese interpreter where needed,  
Ms LO Braick)

**Respondent:** Mr P Collyer (Consultant)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

The complaint of direct race discrimination is not well-founded and is dismissed.

Employment Judge Caiden  
19 January 2024

JUDGMENT SENT TO PARTIES ON: 12/02/2024

FOR EMPLOYMENT TRIBUNALS

**Reasons**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of sending this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgment under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

**Recording and Transcription**

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 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-practice-directions/>