



EMPLOYMENT TRIBUNALS

Claimant: Mr M Khalid

Respondent: JAF Foods Company Ltd

Heard at: Croydon (via CVP) **On:** 29 January 2025

Before: Employment Judge Leith

Representation

Claimant: In person

Respondent: Mr Caesar (Solicitor) (participating with the permission of the Tribunal, no response having been accepted on behalf of the Respondent)

JUDGMENT

1. The complaint of direct race discrimination succeeds. The Respondent must pay the Claimant the sum of **£30,215.13** in respect of that complaint, calculated as follows:
 - a. Injury to feelings - £6,000
 - b. Interest on the award of injury to feelings - £616.44 (for the period from 20 October 2023 to 29 January 2025, being 467 days, at a daily rate of £1.32 [calculated at the rate of 8%])
 - c. Loss of earnings - £22,452.33
 - d. Interest on the award for loss of earnings - £1,146.36 (for the period from the mid-point between 20 October 2023 and 29 January 2025 to 29 January 2025, being 233 days, at a daily rate of £4.92 per day [calculated at the rate of 8%])
2. The Respondent made unauthorised deductions from the Claimant's wages between March and October 2023. The Respondent must pay the Claimant the gross sum of **£7,123.10**, being the sum unlawfully deducted.
3. The complaint of unfair dismissal is struck out as the Claimant did not have the necessary qualifying service.

Employment Judge Leith

Date: 31 January 2025.

Notes

Reasons for the judgment having been given orally at the hearing, written 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.

Public access to employment tribunal decisions

Judgments 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.

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/>