



EMPLOYMENT TRIBUNALS

Claimant: Mr O Elmi

Respondents: (1) The Stambridge Group Limited
(2) Parkgate Aspen Limited

Heard at: East London Hearing Centre

On: 18 – 19 March & 4 – 5 May 2021

Before: Employment Judge O'Brien
Members: Ms W Blake-Ranken
Mr L Bowman

Representation

Claimant: In person
Respondent: (1) Ms L Hatch of Counsel
(2) Ms S Younis, consultant

JUDGMENT

It is the judgment of the Tribunal that:

1. The claimant was fairly dismissed, and his complaint of unfair dismissal fails and is dismissed.
2. The claimant's complaints of direct discrimination on the grounds of race and/or religion fail and are dismissed.
3. The claimant's claim for payment in lieu of accrued and untaken holiday succeeds and he is awarded the sum of £245 gross.

Employment Judge O'Brien
Date: 5 May 2021