

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

Mr M. V. Portes

BF Corporation UK Branch Ltd (1) By Freddy Berkshire Ltd (2)

Held at: Exeter by telephone

On: 26 January 2022

Before: Employment Judge Smail

Appearances	
Claimant:	In Person
Respondents:	No appearance

JUDGMENT

- 1. The Claimant was employed by legal personalities holding themselves out as 'By Freddy'.
- 2. Those legal personalities included BF Corporation UK Branch Ltd (company no.11723808) and By Freddy Berkshire Ltd (company no.12188987) ('the Respondents')
- 3. The Respondents are jointly and severally liable to the Claimant for the sums ordered below.
- 4. The Claimant's claims of unauthorised deductions from earnings and race discrimination are well-founded.
- 5. The Respondents must pay the Claimant unauthorised deductions in the sum of £2,986.32 (£2,925 earnings, £28.31 materials, £33.01 mileage expenses).
- 6. The Respondents must pay the Claimant £1,000 as compensation for injury to feelings when having taunted him about his Portuguese accent, amounting to harassment, when he tried to obtain payment for the above.

7. The Respondents must pay the Claimant the total sum of £3,986.32 within 14 days.

Employment Judge Smail Date: 26 January 2022

Judgment sent to parties: 26 January 2022

FOR THE TRIBUNAL OFFICE