



THE EMPLOYMENT TRIBUNAL

SITTING AT: **LONDON SOUTH**

BEFORE: **Employment Judge Truscott QC**
Ms N Christofi
Ms S Khawaja

BETWEEN:

Mr M Naeem

Claimant

AND

Toolstation Limited

Respondent

ON: 26, 27, 28 August and 19, 20 October 2020

Appearances:

For the Claimant: In person
For the Respondent: Ms R Dawson solicitor

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was fully video. A face to face hearing was not held because it was not practicable and specific issues could be determined in a remote hearing.

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant's claim of unfair dismissal brought under Part X of the Employment Rights Act 1996 is not well founded and is dismissed.
2. The claimant's claim of religious discrimination in relation to the failure to investigate his complaint about the incident on 2 September 2018 is not well founded and is dismissed.
3. The claimant's claim of religious discrimination in relation to his dismissal is not

well founded and is dismissed.

Employment Judge Truscott QC

Date 20 October 2020