



EMPLOYMENT TRIBUNALS

Claimant: Mr F Arampatzis

Respondent: XPO Supply Chain UK Limited

Heard at: Leeds

On: 25 and 26 August 2021

Before: Employment Judge Maidment

Members: Ms W Harrison
Mr D Pugh

Representation

Claimant: In person

Respondent: Mr H Zovidavi, Counsel

Interpreter: Ms R Butunoi

JUDGMENT

1. The claimant's complaint of unfair dismissal is well founded and succeeds. As compensation for unfair dismissal, the respondent is ordered to pay to the claimant a basic award of £523.13 and a compensatory award of £348.75 (both having been reduced by a factor of 50% to reflect the claimant's conduct prior to dismissal).
2. The claimant's complaints of direct race discrimination and indirect religious discrimination fail and are dismissed.

Employment Judge Maidment

Date 26 August 2021

JUDGMENT SENT TO THE PARTIES ON
27 August 2021

Olivia Vaughan
FOR THE TRIBUNAL OFFICE

Note

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.