



EMPLOYMENT TRIBUNALS

Claimant: Mr Samuel Jonjo

Respondent: HC-One Limited

Heard at: East London Hearing Centre

On: 9 – 11 & 30 November 2022

Before: Employment Judge S Knight
Members: Mrs G McLaughlin
Mr J Quinlan

Representation

Claimant: Represented himself
Respondent: Victoria Young (Solicitor)

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Tribunal does not have jurisdiction to hear the claim for unfair dismissal relating to the dismissal on 8 November 2019 and the claim is dismissed.
2. The claim for unfair dismissal on the ground of having made a protected disclosure in relation to the dismissal on 22 September 2020 is well-founded.
3. The Respondent discriminated against the Claimant on the ground of race in respect of the allegations that:
 - (1) Nurse B refused to help the Claimant to toilet a resident, telling him that this type of work was for Africans, not for people of her race.

- (2) Nurse B told the Claimant that she would do whatever it took to make the Claimant's life uncomfortable.
- (3) Nurse B repeatedly told the Claimant to "fuck off".
- 4. The other complaints of discrimination are not well-founded and are dismissed.
- 5. The complaint of victimisation is not well-founded and is dismissed.
- 6. The complaint of wrongful dismissal is not well-founded and is dismissed.

**Employment Judge Knight
Dated: 7 December 2022**