



EMPLOYMENT TRIBUNALS

Claimant: Mr F Davies

Respondent: GEO Speciality Chemicals UK Limited

Heard at: Southampton (by CVP) **On:** 20 May 2024

Before: Employment Judge Scott
Tribunal Member Lloyd Jennings

Representation

Claimant: In person

Respondent: Mrs Holden (Counsel)

JUDGMENT

1. The Claimant's claim for harassment on the grounds of race is not well founded and does not succeed.
2. The Claimant's claim for direct discrimination succeeds in part, limited to discrimination on the basis of a failure to pay 100% of his pay
3. The Claimant's claim was made in such a period as the Tribunal considers is just and equitable and is therefore within time.
4. The Claimant's complaint of automatic unfair dismissal is not well founded and does not succeed.
5. The Claimant's complaint of breach of contract and unauthorised deductions of wages were not made within time and the Tribunal does not extend time.

Employment Judge Scott

Date 01 August 2024

Judgment sent to the Parties on 05 August 2024

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

10.2 Judgment - rule 61

February 2018