



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr N Cheng

AND

Respondent
R Twining and Company Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Southampton

ON

1 to 4 July 2019

EMPLOYMENT JUDGE GRAY
WITH MEMBERS: MR P BOMPAS and MS J RATNAYAKE

Representation

For the Claimant: Mr Williams (CAB volunteer) (1, 2 and 4 July)
In person (3 July)

For the Respondent: Mr D Mitchell (Counsel)

JUDGMENT

The Judgment of the Tribunal is that the allegation of direct race discrimination that the Respondent failed to properly investigate on appeal the Claimant's complaints of race discrimination, is dismissed on withdrawal.

The Claimant's remaining claim of direct discrimination fails and is hereby dismissed.

The Claimant's claim of unfair dismissal fails and is hereby dismissed.

Employment Judge Gray

Date: 4 July 2019

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.