



Case No. 2300840/2020

EMPLOYMENT TRIBUNALS

Claimant: Mr K Dahri

Respondents: Profile Security Services Limited (1)
Environment Agency (2)
Anthony Hoare (3)

Heard at: Croydon (By CVP) **On:** 14-17 and 20-21 September 2021

Before: Employment Judge Self
Mrs N Christofi
Mr N Shanks

Appearances

For the Claimant: Ms Chan – Counsel

For Respondent (1): Mr Margo – Counsel
(2): Mr Chegwidden - Counsel

JUDGMENT

1. The Claim of Automatically Unfair Dismissal against R1 pursuant to section 103A Employment Rights act 1996 is not well founded and is dismissed.
2. The Claim of Ordinary Unfair Dismissal against R1 is well founded and succeeds.
3. Both Basic Award and Compensatory Award are reduced by 100% on account of the Claimant's conduct. Compensation is Nil.
4. The Claims of race discrimination against R2 and R3 are not well founded and are dismissed.

5. The Claims of Protected Disclosure detriment against R2 and R3 are not well founded and are dismissed.
6. The Claim of Wrongful Dismissal against R1 is not well-founded and is dismissed.

Employment Judge Self
21 September 2021

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