



EMPLOYMENT TRIBUNALS

Claimant: Mr Z Iqbal

Respondent: Jacarem Ltd

Heard at: Aylesbury Crown Court

On: 5, 6, 7 and 8 October 2020

Before: Judge Bartlett, Mr Scott and Mrs Sood

Representation

Claimant: in person

Respondent: Ms Hall, of Peninsula

JUDGMENT

1. The claimant was not unfairly dismissed. The respondent dismissed the claimant for the reason of conduct and that this is a potentially fair reason for dismissal. The respondent has discharged the burden of proof to establish that in the circumstances the dismissal was fair. In particular the respondent satisfies the steps set out in **British Homes Stores Limited v Burchell [1978] IRLR 379**.
2. The claimant's claim that he suffered direct race discrimination because his dismissal was tainted by race discrimination fails.
3. The claimant's claim that he suffered direct race discrimination in that he was paid less than other cable assemblers and the reason for that was related to race succeeds.
4. The claimant is awarded £12,000 in respect of injury to feelings.

Employment Judge Bartlett

Date __9 October 2020__

JUDGMENT SENT TO THE PARTIES ON

21 October 2020

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FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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.