



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Luard

Respondent
Sodexo Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Midlands West **ON** 30 September &
1-3 October
15 October (in chambers)
13 December 2024

EMPLOYMENT JUDGE Harding

MEMBERS
Ms Campbell
Mr Howard

Representation

For the Claimant: In Person

For the Respondent: Ms Niaz-Dickinson, Counsel

JUDGMENT

The unanimous judgment of the tribunal is that:

1 The claims of direct race discrimination, harassment related to race and victimisation fail and are dismissed.

2 The claim of unpaid holiday pay on termination of employment fails and is dismissed.

3 The claim of an unlawful deduction from wages in respect of unpaid company sick pay fails and is dismissed.

4 The claim of an unlawful deduction from wages in respect of deductions made for late arrivals at work/early finishes is out of time in circumstances where it was reasonably practicable for the claim to be submitted in time. Accordingly, the tribunal has no jurisdiction to hear this claim, and it is dismissed.

Employment Judge Harding
Dated: 13 December 2024