



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Adeyinka  
**Respondent:** Spencer and Arlington Limited  
**Heard at:** East London Hearing Centre  
**On:** 3, 4 & 5 December 2024  
**Before:** Employment Judge Crosfill  
**Members:** Mr R Blanco  
Mr P Lush

## Representation

**Claimant:** Mr J Latinwo, a legal assistant from Atlantic Solicitors  
**Respondent:** Ms L Hatch of Counsel instructed by Markel Law LLP

# JUDGMENT

1. The Claimant's claims of direct discrimination brought under Sections 9, 13 and 39 of the Equality Act 2010 do not succeed and are dismissed.
2. The Claimant's claims of victimisation brought under Sections 27 and 39 of the Equality Act 2010 do not succeed and are dismissed.

**Employment Judge Crosfill  
6 December 2024**

## Note

Reasons for the judgment above 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.

## **Public access to employment tribunal decisions**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.