



EMPLOYMENT TRIBUNALS

Claimant: Mr D Donoghue

Respondent: Howdens Joinery Limited

Heard at: Bury St Edmunds (CVP) **On:** 22 November 2023

Before: Employment Judge Laidler (sitting alone)

Representation:

Claimant: In person

Respondent: Ms A Akers, Counsel.

JUDGMENT

1. Leave to amend to include the further information provided by the claimant in response to the order of the 16 October 2023 is refused.
2. The claim proceeds as one of unfair dismissal and that the disciplinary process and decision to dismiss were acts of race discrimination as clarified in the separate summary sent to the parties.

Employment Judge Laidler

Date: 22 November 2023

JUDGMENT SENT TO THE PARTIES ON

15/01/2024

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J Moossavi

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FOR THE TRIBUNAL OFFICE

Notes

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.

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

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