



EMPLOYMENT TRIBUNALS

Claimant: Mr T Murugan Shanmugam

Respondent: Activate Learning

Heard at: Watford

On: 7 to 11 and 17 October 2024

Before: Employment Judge Dick
Mr D Bean
Dr B Von Maydell-Koch

Representation

Claimant: In person

Respondent: Mr A Pickett (counsel)

JUDGMENT

1. The application to add Mrs S Parmar as a respondent is refused.
2. The application to remove Mr N Brookes as a respondent is granted.
3. The complaint of unfair dismissal is not well well-founded and is dismissed.
The claimant was not unfairly dismissed.
4. The complaint of direct discrimination because of race is not well-founded and is dismissed.
5. The complaint of direct discrimination because of religious belief is not well-founded and is dismissed.
6. The complaint of harassment related to race is not well-founded and is dismissed.
7. The complaint of harassment related to religious belief is not well-founded and is dismissed.
8. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.

Employment Judge Dick

22 October 2024

JUDGMENT SENT TO THE PARTIES ON
7 December 2024

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T Cadman

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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.