



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M R Henriques

**Respondent:** DPD Group UK Limited

**Heard at:** West Midlands (Birmingham) (by CVP) **On:** 15, 16, 18 and 19 May 2023

**Before:** Employment Judge Childe  
Mr Wagstaffe  
Mr Howard

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Bownes (Solicitor)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is not well-founded and is dismissed.
2. The complaint of direct discrimination on the grounds of race under Section 13 Equality Act 2010 is not well-founded and is dismissed.
3. The complaint of direct discrimination on the grounds of age under Section 13 Equality Act 2010 is not well-founded and is dismissed.

Employment Judge Childe  
19 May 2023

Note: 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.