



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

and

Respondents

MS FOLA AJALA

HERTS YOUNG HOMELESS GROUP

First Respondent

MR JOHN ROBINSON

Second Respondent

Held at: Watford

On: 24 to 27 February 2020

**Before: Employment Judge Smail
Mrs L Thompson
Mr M Bhatti MBE**

Appearances

Claimant: Mr J England (Counsel)

Respondent: Mr K Sonalke (Counsel)

JUDGMENT

1. The claimant's dismissal by the First Respondent was unfair.
2. By the First Respondent failing to investigate the Claimant's grievance of race discrimination adequately or at all, and by failing to provide the Claimant with an outcome to her grievance of race discrimination, the Claimant suffered victimisation contrary to section 27 of the Equality Act 2020.
3. By consent, it is ordered that the First Respondent shall pay the Claimant the sum of £1255 in respect of her holiday pay.
4. The claim for direct discrimination is dismissed.
5. The claim for harassment is dismissed.

6. The claim for detriment due to fixed term worker status is dismissed.
7. The First Respondent must pay the Claimant the following compensation within 14 days:

Item	Reason for compensation	Amount (£)
A	Unfair Dismissal	473.19
B	15% uplift pursuant to s.207A TULR(C)A 1992	70.98
C	Total for Unfair Dismissal (A+B)	544.17
D	Victimisation injury to feelings	5000
E	15% uplift pursuant to s.207A TULR(C)A 1992	750
F	Total for Victimisation (D+E)	5750
G	Holiday pay	1255
H	Total (C+F+G)	£7549.17

Employment Judge Smail 28 / 2 / 2020

South East Region

Judgment sent to the parties on 22 / 4 / 2020
