



EMPLOYMENT TRIBUNALS

Claimant: Miss S McKenzie

Respondents: 1) Ms M Polland, 2) Top Shop/Top Man Ltd

Heard at: London South (Croydon)

On: 12-14 August 2020 & 20 August 2020 (in chambers)

Before:

Employment Judge Tsamados

With members:

Mrs C Wickerham

Ms Y Batchelor

Representation

Claimant: In person

Respondent: Mr R Santy, Solicitor

RESERVED JUDGMENT

The **unanimous** Judgment of the Employment Tribunal is as follows:

The first and second respondent subjected the claimant to direct race discrimination contrary to section 13 of the Equality Act 2010 in respect of the following acts:

- 1) A series of payroll errors between October 2017 and July 2019;
- 2) not providing her with till training or induction training;
- 3) refusing the claimant overtime hours and the first respondent refusing to increase the claimant's contractual hours;
- 4) the first respondent during a telephone conversation in August 2019.

We find the respondents jointly and severally liable and award the claimant compensation of £97.60 in respect of loss of benefits and a global award of £16,000 in respect of injury to feelings.

Written reasons will follow.

Employment Judge Tsamados
30 November 2020