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EMPLOYMENT TRIBUNALS (SCOTLAND)

Case Number: 4123784/2018

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Held via CVP on 1-3 September 2020

Employment Judge Neil Buzzard

Member N Elliot

Member S Singh

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Mrs J Donker

**Claimant
Represented by:
Mr A Kane
Solicitor**

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First Glasgow (No.1) Limited

**Respondent
Mr L Rogers
Solicitor**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

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1. The Tribunal considered, as a preliminary issue, whether the comparator identified by the claimant in her claim of race discrimination was a valid comparator. The finding of the Tribunal is that the comparator was materially different to the claimant and, therefore, not a valid comparator. The claimant's representative having confirmed that no hypothetical comparator was relied on, the claimant's claim of direct race discrimination is dismissed.

E.T. Z4 (WR)

2. The respondent's application for costs is well founded and succeeds. Having considered the claimant's ability to pay the claimant is ordered to pay to the respondent the sum of £150 as a contribution towards the costs incurred by the respondent in defending the claimant's claims.

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Employment Judge: N Buzzard

Date of Judgment: 03 Sept 2020

10 Entered in register: 08 Sept 2020
and copied to parties