



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

v

RESPONDENT

Ms R Noel

Martin McColl Limited

Heard at: London South
Employment Tribunal

On: 4, 5, 6 and 7 April 2022

Before: Employment Judge Hyams-Parish
Members: Ms S Evans and Dr Chacko

Representation

For the Claimant: Mr Maduforo, Solicitor.

For the Respondent: Mr McFarlane, Consultant.

JUDGMENT

It is the **unanimous** Judgment of the Employment Tribunal that:

- (a) The claim of unfair dismissal is well founded and succeeds.
- (b) The claim of wrongful dismissal is well founded and succeeds.
- (c) The Tribunal does not have jurisdiction to hear the direct race discrimination and racial harassment claims that pre-date 14 July 2020 because they have been presented to the Employment Tribunal outside the permitted time limits and it is not just and equitable to extend the time limits.
- (d) The remaining claims of racial harassment and direct discrimination fail and are dismissed.

- (e) The claimant is awarded compensation for her unfair and wrongful dismissal claims in the sum of £7,386.59

**Employment Judge Hyams-Parish
7 April 2022**