



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Bibi

**Respondents:** Caffè Gelato Ltd (1)

Mr Z Hussain (2)

**Heard:** Leeds By CVP, Papers only

**On:** 25 July 2022

**Before:**

Employment Judge JM Wade

Mrs C Sanders

Ms S Robinson

**Appearances**

For the claimant: Mr Kelly

For the respondents: No attendance

Upon the claimant's consent that this hearing be a papers only determination and on the respondent presenting written submissions:

## JUDGMENT

- 1 The claimant's complaint of harassment related to race succeeds against both the first and second respondents.
- 2 The first and second respondents shall pay to the claimant the sum of £2500 in compensation for injury to feelings caused by this contravention and £400 in interest, a total of **£2900, for which sum the Tribunal declares they are jointly and severally liable.**
- 3 The alternative allegation, direct race discrimination, is dismissed.
- 4 The claimant's complaint of victimisation by the first respondent also succeeds and the first respondent shall pay to her the following compensation:  
Lost earnings £1404 plus £112.32 in interest;  
Injury to feelings £5000 plus £800 in interest;  
Total: **£7316.32.**
- 5 The recoupment regulations do not apply to these awards.

**Employment Judge JM Wade**

25 July 2022

Public access to employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. Any request for written reasons for this Judgment shall be copied to the other parties and sent to the Tribunal no later than 14 days from the sending of this Judgment.