



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Y Clarke  
**Respondent:** Birmingham City Council  
**Heard at:** Birmingham  
**On:** 20, 21, 24, 25, 26, 17 & 28 April 2023  
**Before:** Employment Judge Flood  
Mrs S Bannister  
Mr I Morrison

## Representation

**Claimant:** In person  
**Respondent:** Mr P Starcevic (Counsel)

# JUDGMENT

1. The complaints of direct race discrimination (contrary to s 13 Equality Act 2010) and race related harassment (contrary to s 26 Equality Act 2010) are not well founded and are dismissed.
2. The respondent's application for costs is unsuccessful and is dismissed.

**Employment Judge Flood**

Date: 28 April 2023

*Notes: Reasons for the judgment having been given in full orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.*

*Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.*