



# EMPLOYMENT TRIBUNALS

**Claimant:** Siobhan Kissoon-Doyle

**Respondent:** Bristol Quality Care Ltd t/a Right at Home Bristol East

**Heard at:** Bristol

**On:** 3 and 4 July 2023

**Before:** Employment Judge Street  
C Monahan  
J Kaye

## Appearances

For the Claimant: in person

For the Respondent: Laura Kaye, counsel

## JUDGMENT

The Claim succeeds. In the Judgment of the Tribunal, the Respondent harassed the Claimant by engaging in unwanted conduct related to her race and it had the effect of violating her dignity and creating an intimidating, hostile, degrading humiliating and offensive environment for the Claimant.

In respect of the harassment, the Respondent is Ordered to pay the Claimant the sum of **£16,230.23**.

That is made up as follows:

Injury to feelings	£11,000.00
Aggravated damages	2,750.00
Subtotal	£13,750.00
Interest from 1 June 2023 at the statutory rate of 8%	£1,205.76
Total	£14955.77

## Loss of Earnings

Statutory sick pay (4 weeks at £99.35)	£397.40
Loss of pay (2 weeks)	877.06
Total	£1274.46

The claim in respect of direct race discrimination is dismissed.

**Employment Judge Street**

Date: 5 July 2023

Judgment sent to the parties: 18 July 2023

FOR THE TRIBUNAL OFFICE

Judgment was given orally. Written reasons will not be provided unless they are asked for within 14 days of the sending of the written record and will be entered on the website if issued.

Calculation of Loss of Earnings

April	£1551.97
Less mileage	273.04
Add back advance	300.00
Add 1/3 bonus	161.54
April net pay	1740.47
May	1998.82
Less mileage	260.14
Less bonus	484.62
Add back advance	250.00
Add 1/3 bonus	161.54
May net pay	1665.60
Average net weekly pay (3406.07/8)	425.76
Employer pension contrib	12.78
Total per week	£438.53