



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms S Bikar

**Respondent:** Activate Learning

**Heard at:** Reading **On:** 5, 6, 7, 8, 9, 12 (in Chambers)  
13 (judgment) June 2023

**Before:** Employment Judge Shastri-Hurst, Mrs C Baggs, Ms H Edwards

**Representation**

Claimant: in person

Respondent: Miss M McGee

## JUDGMENT

1. The claim of direct race discrimination is not well founded and is dismissed;
2. The claim of harassment related to race is not well founded and is dismissed;
3. The claim of constructive unfair dismissal is not well founded and is dismissed;
4. The claim for notice pay is not well founded and is dismissed.

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Employment Judge Shastri-Hurst

Date: 14 June 2023

JUDGMENT SENT TO THE PARTIES ON

24/7/2023

N Gotecha  
FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given 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.

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