



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Miss B Pun

V

Sodexo Limited

Heard at: Southampton

On: 3,4,5,6,7 and 10 and 11 July 2023

**Before: Employment Judge Rayner
Mr N Knight
Mr J Shah**

Interpreter : Mrs D Gorung

Appearances

For the Claimant: Mr Pun, Claimants brother.

For the Respondent: Mr K Zaman, Counsel

Judgment

1. The Claimant was constructively and unfairly dismissed
2. The Respondent directly discriminated against the Claimant on grounds of race, contrary to section 13 of the Equality Act 2010, in that the respondent failed to take steps to address concerns raised by the claimant in the grievance process.
3. All other claims of discrimination on grounds of race contrary to section 13 of the Equality Act 2010 are dismissed
4. The Claimant's claims that she was victimised by the Respondent for having done protected acts, contrary to section 27 of the Equality Act 2010 are each dismissed.

Remedy

5. A one-day hearing will now be listed to address remedy and a separate notice of hearing will be sent to the parties.

Case Number: 1403672/2021

Employment Judge Rayner

Dated: 12 July 2023

Sent to the parties on 28 July 2023

For the Tribunal Office