



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Z Fossard

**Respondent:** Zero Three Care Homes LLP

**Heard at:** East London Hearing Centre

**On:** 2, 3, 4, 8 & 9 August 2023

**Before:** Employment Judge John Crosfill  
**Members:** Mrs G McLaughlin  
Mr S Woodhouse

## Representation

**Claimant:** In person

**Respondent:** Victoria Brown of Counsel

# JUDGMENT

1. The Claimant's claim of harassment contrary to Sections 26 and 40 of the Equality Act 2010 arising out of remarks made about her figure and appearance succeed. The tribunal held that the remarks related to sex and race.
2. All other claims brought by the Claimant of harassment contrary to sections 26 and 40 of the Equality Act 2010 and/or her claims of direct discrimination contrary to Sections 13 and 39 of the Equality Act 2010 fail and are dismissed.
3. The matter shall be listed for a further hearing to determine what, if any, remedy the Claimant is entitled to.

**Employment Judge Crosfill**  
**Dated: 17 August 2023**