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# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Gabriella James

**Respondent:** LB Group Limited

**Heard at:** East London Hearing Centre

**On:** 16 - 18 August 2023 & 14 September 2023

**Before:** Employment Judge S Knight

**Members:** Ms J Clark  
Mrs B K Saund

**Representation**  
Claimant: Represented herself  
Respondent: Mr Rajiv Bhatt, Gatehouse Chambers (16-18 August 2023 only)

## JUDGMENT

1. The Claimant's claims for direct race discrimination and harassment were presented out of time but it would be just and equitable to allow the Claimant to bring the claims for direct race discrimination and harassment out of time.
2. The Respondent discriminated against the Claimant on the ground of race.
3. The Respondent harassed the Claimant on the ground of race.
4. The Respondent victimised the Claimant on the ground of race.
5. The Respondent is ordered to pay the Claimant the total sum of £40,129.24, comprised of the following:
  - (1) Total past losses of £3,439.65 comprised of:
    - (a) Loss of basic salary: £2,658.03.
    - (b) Loss of statutory rights: £300.

- (c) Loss of employer's pension contributions: £481.62.
- (2) Compensation for injury to feelings: £22,000.
- (3) Personal injury: £10,000.
- (4) Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 reg 6(1)(b), simple interest on the award for past losses calculated at the statutory rate of 8% per annum from the midpoint of the period from 30 August 2021 to 14 September 2023, until 14 September 2023: £280.83.
- (5) Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 reg 6(1)(a), simple interest on the award for injury to feelings calculated at the statutory rate of 8% per annum from 30 August 2021 until 14 September 2023: £3,592.33.
- (6) Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 reg 6(1)(b), simple interest on the award for personal injury calculated at the statutory rate of 8% per annum from the midpoint of the period from 30 August 2021 to 14 September 2023, until 14 September 2023: £816.44.

**Employment Judge Knight**

**18 September 2023**