



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mrs G George-Garnett**

**v The Body Shop International Limited**

**Heard at:** Southampton

**On:** 12 and 13 February 2023

**Before:** Employment Judge Rayner

### **Appearances**

**For the Claimant:** Mr Garnett, claimant's husband

**For the Respondent:** Day 1 Mr P Martin Counsel.  
Day 2 respondent did not attend

## **JUDGMENT**

1. Each of the Claimant's claims of direct race discrimination contrary to section 13 Equality Act 2010 is dismissed.
2. Each of the claimant's claims of harassment related to race contrary to section 26 Equality Act 2010 is dismissed.
3. The claimant was ordered to pay a deposit of £5.00 as a condition of in respect of each claim, for the reasons set out in the order of EJ Bax of 8 January 2024 in respect of the claims of direct discrimination and in respect of the claims of harassment.
4. The deposit will now be paid to the respondent under rule 39(5)b of the ET (Constitution and rules of Procedure) Regulations 2013
5. The matter will be listed for a further hearing to determine whether or not the claimant should be treated as having acted unreasonable in pursuing the claim, contrary to rule 39(5)a ET (Constitution and rules of Procedure) regulations 2013, and whether any costs order should therefore be made against the claimant. A separate case management order will follow this judgment.

Employment Judge Rayner  
Date: 13 February 2024

Judgment sent to the Parties: 27 February 2024

For the Tribunal

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*