



EMPLOYMENT TRIBUNALS

Claimant: Ms B Ngwenya

Respondent: Tees, Esk and Wear Valleys NHS Foundation Trust

Heard at: Middlesbrough Justice Centre

On: 7 and 8 May 2024

Before: Employment Judge Heather
Mr I Curtis
Mrs B Kirby

REPRESENTATION:

Claimant: Mr A Mugliston (Counsel)

Respondent: Ms B Clayton (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Direct discrimination

1. The complaint of direct race discrimination is well-founded and succeeds.

Harassment

2. The complaint of harassment related to race is well-founded and succeeds.

Remedy

3. The respondent shall pay the claimant the following sum:

- a. Compensation for injury to feelings: **£7,500;**

**Employment Judge Heather
13 May 2024**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

