



EMPLOYMENT TRIBUNALS

Claimant: Ms Leatitia James

Respondent: Secretary of State for Justice

Heard at: Watford Employment Tribunal **On:** 15-19 April 2024

Before: Employment Judge Young

Members Ms J Hancock

Mr P Miller

Representation

Claimant: Litigant in person

Respondent: Mr Alex Shellum (Counsel)

JUDGMENT

1. The Claimant's complaint of harassment related to the Claimant's race in respect of issue 7(i) is well founded.
2. The Claimant's complaints of direct discrimination on the grounds of race in respect of issues 4(b)-(e) are not well founded and are dismissed.
3. The Claimant's complaints of harassment related to the Claimant's race under issues 7(b)-(h) are not well founded and are dismissed
4. The Claimant's complaints of victimisation are not well founded and are dismissed.
5. The Claimant's complaint of discrimination on the grounds of race in respect of issue 4(a) is withdrawn and is dismissed.
6. The Claimant's complaints of harassment related to the Claimant's race under issues 7(a) & 7(j) are withdrawn and are dismissed.
7. The directions for a remedies hearing will be made in due course and a notice of hearing for a remedies hearing sent out.

Employment Judge Young

Date 22 April 2024

JUDGMENT SENT TO THE PARTIES ON

22 May 2024

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved, or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>