



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms. Z Mpofu

**Respondents:** (1) Mr. D Vant  
(2) Sainsbury's Supermarket Ltd

**Heard at:** Cardiff, in person

**On:** 20, 21, 22, 23 and 24 May 2024

**Before:** Employment Judge Cawthray  
Mr. M Lewis  
Mrs. M Humphries

**Representation**

Claimant: In person, not legally qualified  
Respondent: Mr. Winspear, Counsel

## JUDGMENT

1. The complaints of harassment identified as 2.1.2, 2.1.3 and 2.1.4 in the List of Issues in the Case Management Order and Case Summary dated 6 December 2023 were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaints are therefore dismissed.
2. The complaints of direct race discrimination are not well-founded and are dismissed.
3. The complaints of harassment related to race are not well-founded and are dismissed.
4. The complaint of victimisation is not well-founded and is dismissed.
5. The complaint of unauthorised deductions from wages is not well-founded. The complaint is dismissed.

Employment Judge Cawthray

Date 24 May 2024

JUDGMENT SENT TO THE PARTIES ON 29 May 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

**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.

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**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/>