



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Ms Barbara Resina Pessoa De Oliveira

R1) Florence Beauty and Hair Salon
R2) Ms J Hosang
R3) J & H Enterprises Ltd

Heard at: Watford Employment Tribunal (in person)

On: 13 May 2024

Before: Employment Judge French (sitting alone)

Appearances

For the Claimant: Mr R Kohanzad, Counsel

For the first Respondent: no attendance

For the second respondent: Mr K Jumbaz, lay representative

For the third respondent: Mr K Jumbaz, company shareholder

RULE 21 JUDGMENT

MADE PURSUANT TO RULE 21 OF THE EMPLOYMENT TRIBUNALS RULES OF PROCEDURE 2013

1. The claim was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claim will therefore proceed.
2. The claim for direct race discrimination succeeds, there being no response received by the first and second respondent and the response by the third respondent having been rejected because it was presented out of time and there being no application to extend time.
3. The respondents do jointly and severally pay the claimant the following sums:
 - a. Compensation for past financial losses: £9512.50;
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £441.47;
 - c. Compensation for future financial losses: £2000.00;
 - d. Compensation for injury to feelings: £25,000 to include an award of £5000.00 for aggravated damages;

e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £2368.33

Totalling: £39,322.30

4. Pursuant to rule 76(1)(c) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 the respondents do pay the claimant's costs assessed in the sum of £3630.00.

Employment Judge French

Date: 13 May 2024

Sent to the parties on: 26/06/2024

For the Tribunal Office

Note

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.

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/>