



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms Smith

Respondent
Spicerhaart Group Services Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Midlands West **ON** 30 January – 1 February 2024 &
26 March 2024

EMPLOYMENT JUDGE Harding

MEMBERS
Mr Reeves
Ms Neves

Representation

For the Claimant: In Person

For the Respondent: Ms Rokad, Counsel

JUDGMENT

The unanimous judgment of the tribunal is that:

- 1 The claims of direct race discrimination fail and are dismissed.
- 2 The claims of harassment related to race (claims 3.1.1 – 3.1.4 on the list of issues) succeed. The respondent is ordered to pay to the claimant compensation in the sum of £12, 448.10 (see attached annex).

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).

- 3 The respondent made an unlawful deduction from the claimant's wages.
- 4 By consent the claim of breach of contract relating to unpaid expenses is dismissed on withdrawal by the claimant.

Case No:1302829.22
Employment Judge Harding
Dated: 26 March 2024