



EMPLOYMENT TRIBUNALS

Claimant:

Mrs M Karooma-Brooker

v

Respondent:

Royal Borough of Greenwich

Heard at: London (South) (via CVP)

On: 1-5, 8 & 9 July 2024

Before: Employment Judge Fredericks-Bowyer
Tribunal Member Beeston
Tribunal Member Hutchings

Appearances

For the claimant: In Person

For the respondent: Mr O Mills (Counsel)

JUDGMENT

1. The response is struck out under Rule 37(1)(b) and Rule 37(1)(e) Employment Tribunal Rules of Procedure 2013.
2. The claimant's following claims are not well founded and are dismissed:-
 - 2.1. Direct sex discrimination (s.13 Equality Act 2010);
 - 2.2. Indirect sex discrimination (s.19 Equality Act 2010);
 - 2.3. Direct sex discrimination in employment (s.39 Equality Act 2010); and
 - 2.4. Indirect race discrimination (s.19 Equality Act 2010).
3. The claimant's following claims are well founded and succeed:-
 - 3.1. Direct race discrimination (s.13 Equality Act 2010);
 - 3.2. Direct race discrimination in employment (s.39 Equality Act 2010); and
 - 3.3. Victimisation (s.27 Equality Act 2010).
4. The Tribunal has jurisdiction to deal with the out of time elements of the claims set out by paragraph 3 because there formed a continuous course of conduct as set out by s.123(3)(a) Equality Act 2010.

5. In any event, it is also just and equitable to rule that the successful claims are brought in time as set out by s123(2)(b) Equality Act 2010.
6. The respondent must pay the claimant the sum of **£43,773.15 (gross) to compensate her for losses caused by the discrimination found**. This is made up of:-
 - 6.1. £34,363.65 in past losses; and
 - 6.2. £9,409.50 to compensate the claimant for 18 months into the future, as we consider it just and equitable to provide that interim support.
7. The respondent must pay the claimant the sum of **£20,000 to compensate the claimant for her injury to feelings**.
8. The claimant's request for aggravated damages is refused.
9. No interest is due on any of the sums awarded in this judgment.
10. The Tribunal does not make any recommendations in the case.

Employment Judge Fredericks-Bowyer

Dated: 9 July 2024

Sent to the parties on
16th July 2024

For the Tribunal Office

NOTES:

1. Oral judgment was given at the hearing. Written reasons will not be provided unless requested at the hearing or a request is made in writing by a party within 14 days of the sending of this document.
2. Where written reasons are produced, they will be published in their entirety on the public Employment Tribunal decisions website here: [Employment tribunal decisions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/employment-tribunal-decisions).