



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Ms G Petrova

v

Kru Live Limited

**Heard at:**

Watford

**On:**

3,4,5 and 6 September 2024

**Before:**

Employment Judge S Matthews

**Members:**

Mrs G Bhatt

Mr S Woodward

## Appearances

**For the Claimant:**

In Person

**For the Respondent:**

Mr. A. Williams (solicitor)

## JUDGMENT

The judgment of the tribunal is that:

1. The following complaint of direct race discrimination is well-founded and succeeds:

The failure to allocate supervisor shifts to the claimant from 15 January 2022 onwards.

2. The remaining complaints of race discrimination are not well-founded and are dismissed.

3. The following complaint of victimisation is well-founded and succeeds:

Removing the claimant from the role of supervisor.

4. The remaining complaints of victimisation are not well-founded and are dismissed.

5. By consent, the respondent will pay the claimant **£371.51** as an additional sum for breach of contract. This figure has been calculated using gross pay.

6. The respondent shall pay the claimant the following sums:

**(a) Compensation for past financial losses**

**£2880**

**(b)** Interest on past financial losses calculated in accordance with the Employment Tribunals (Interests on Awards in Discrimination Cases) Regulations 1996 **£1058**

**(c)** Compensation for injury to feelings **£5000**

**(d)** Interest on compensation for injury to feelings in accordance with the Employment Tribunals (Interests on Awards in Discrimination Cases) Regulations 1996 **£305**

7. The total amount payable by the respondent to the claimant, inclusive of the agreed amount at paragraph 5 above is **£9614.51**.

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Employment Judge S Matthews

Date: 13 September 2024

Sent to the parties on: 16 November 2024

T Cadman  
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/>