



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 28 to 31 October 2024

**Claimant:** Miss Sahra Abdi

**Respondent:** Currie Motors UK Limited

**Before:** Employment Judge E Fowell

Mr C Wilby

Mr D Rogers

**Representation:**

**Claimant** In person

**Respondent** Mr J Tunley of counsel, instructed by Mils Legal Limited

## JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. The complaint of constructive dismissal is upheld.
2. The complaint of harassment on grounds of race is upheld.
3. The complaint of discrimination on grounds of race is dismissed.
4. The complaint of victimisation on grounds of race is dismissed.
5. There was no unlawful deduction from wages.
6. The claimant is awarded compensation for unfair dismissal of **£18,521**, comprising:
  - (a) a basic award of £2,320
  - (b) a compensatory award of £16,201

7. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply as follows
  - (a) The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is £18,521.
  - (b) The prescribed element is £15,701. (This does not include the basic award or loss of statutory rights)
  - (c) The period of the prescribed element is from 1 November 2022 to 6 July 2023.
  - (d) The difference between (a) and (b) is £5,140.
8. The claimant is also awarded damages for injury to feelings in respect of harassment in the sum of £2,000 plus interest of £320, amounting to **£2,320**.
9. The overall amount awarded therefore is **£20,841**.

Employment Judge Fowell

Date 31 October 2024

## 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.

## Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## 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/>