EMPLOYMENT TRIBUNALS

Heard at:	Croydon (by video)	**On:**	14 to 17 April 2025

Claimant: Miss Ruvarashe Jesse

Respondent: Utopia Leisure Limited

Before: Employment Judge E Fowell

Ms L Lindsay

Ms C Edwards

Representation:

Claimant In person

Respondent Adeola Fadipe of counsel, instructed by Lonsdale & Mayall Solicitors

JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is as follows:

1. The claim of victimisation on grounds of race is upheld.

2. The claims of harassment and discrimination on grounds of race are dismissed.

3. The claim of unfair dismissal is struck out on the basis that the claimant had less than two years' service.

4. A remedy hearing will be listed in due course for half a day, on receipt of dates to avoid.

Employment Judge Fowell

Date 17 April 2025

Judgment sent to the parties on

Date: 29 April 2025

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 shortly after a copy has been sent to Miss Jesse(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/