



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Fofana

**Respondent:** Window Widgets Limited

**Heard at:** Bristol

**On:** 12<sup>th</sup> – 14<sup>th</sup> May 2025

**Before:** Employment Judge David Hughes  
Mrs Patricia Ray  
Mr Huw Launder

## Representation

Claimant: In person

Respondent: Ms Méabh McGee

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The Claimant's complaint of harassment related to race is well-founded and succeeds.
2. The Claimant's complaint of direct race discrimination is not well-founded and is dismissed.
3. The Respondent is ordered to pay the Claimant the sum of £3,000 in compensation for injury to feelings.
4. The deposit paid by the Claimant pursuant to the order of Employment Judge Bradford dated 21.01.2025 is to be returned to the Claimant.

Employment Judge David Hughes

14.05.2025

Judgment sent to the parties on  
28 May 2025 By Mr J McCormick

For the Tribunal

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) 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.