



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Chivanga

**Respondent:** Allica Bank Limited

**Heard at:** Cambridge (by CVP)

**On:** 9-11 December 2024,  
31 January 2025, 11 April 2025,  
23 May 2025 and 6 June 2025.

**Before:** Employment Judge L Brown

**Members** Ms Davies

Mr Davie

## Appearances

**For the claimant:** In person

**For the respondent:** Ms Arya - Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

## **Direct discrimination**

1. The complaint of direct race discrimination is not well-founded and is dismissed.

## **Harassment**

2. The complaint of harassment related to race is not well-founded and is dismissed.

## **Discriminatory Unfair Dismissal**

3. The complaint of constructive unfair dismissal because of direct discrimination and harassment related to race is not well-founded and is dismissed.

**Approved by:  
Employment Judge L Brown  
16 June 2025**

Judgment sent to the parties on:

14 July 2025  
For the Tribunal:

## **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/>