



EMPLOYMENT TRIBUNALS

Claimant: Ms A Smith

Respondent: Van Arthur Flower Group Limited

Heard at: Watford Employment Tribunal (In public; In person)

On: 6, 7, 8 October 2025

Before: Employment Judge Quill; Ms M Harris; Ms B Osborne

Appearances

For the claimant: In person

For the respondent: Mr A Sri, Director

JUDGMENT

- (1) All the complaints of harassment fail and are dismissed.
- (2) All the complaints of direct race discrimination fail and are dismissed.
- (3) The complaint of victimisation fails and is dismissed.
- (4) As a result of the above decisions the claim is at an end.
- (5) Written Reasons have been requested and will be supplied in due course.

Approved by:

Employment Judge Quill

Date: 9 October 2025

JUDGMENT SENT TO THE PARTIES ON

27 October 2025

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FOR THE TRIBUNAL OFFICE

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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.

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