



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Kamalska

Respondent: TOC Property Servicing Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton (by video)

On: 24 September 2025

Before: Employment Judge Gray

Appearances

For the Claimant: In person

For the Respondent: Did not attend and was not represented

JUDGMENT

The Judgment of the tribunal is that the complaints of direct race discrimination and for unfair dismissal succeed, and the Claimant is awarded the amounts claimed as follows:

- A basic award of £7,837.56 (9 x 1.5 x £580.56)
- A compensatory award of £6,986.65 (3 x £1,995.55 + £1,000)
- Injury to feelings of £8,000.00

These amounts are to be paid to the Claimant by the Respondent.

Approved by:

Employment Judge Gray
Dated 24 September 2025

Sent to the parties on
04 November 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.

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/>