



EMPLOYMENT TRIBUNALS

Claimant: Ms. B Hayes

Respondent: West Leeds Civils Ltd

HELD AT: Leeds Employment Tribunal **ON:** 24, 25 and 26 November 2025

BEFORE: Employment Judge Buckley

REPRESENTATION:

Claimant: Mr Quickfall (Counsel)

Respondent: Mr Atkins, Director of the respondent

JUDGMENT

Direct sex discrimination

1. The claim for sex discrimination is dismissed on withdrawal.

Direct race discrimination

2. The claim for direct race discrimination is dismissed.

Harassment related to race

3. The claim for harassment related to race succeeds.

Victimisation

4. The claim for victimisation succeeds in relation to the following detriment:
 - a. Did the respondent pursue allegations of gross misconduct via instructions to Matt Livesey of Black Ink HR up to 21 October 2024.

5. The remaining complaint of victimisation is dismissed.

Failure to provide a written statement of terms and conditions of employment

6. When proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars under section 1 of the Employment Rights Act 1996. It is just and equitable to make an award equal to four weeks pay.

Remedy

7. The respondent shall pay the claimant the following sums for the claims of harassment related to race and victimisation:
 - a. Injury to feelings: £13,000
 - b. Interest on injury to feelings: £1,139.71
 - c. Financial losses: £6014.03
 - d. Interest on financial losses: £582.17

Total award for victimisation and harassment related to race: **£20,735.91**

8. The respondent shall pay the claimant an amount of four weeks pay in accordance with section 38 of the Employment Act 2002 in the sum of: **£2800**
9. The recoupment regulations do not apply.

Approved by Employment Judge Buckley

Date 26 November 2025

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

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 the claimant(s) and respondent(s) in a case.