



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Fosu

Respondent: Newham Health Collaborative CIC

Heard at: East London Employment Tribunal

On: 26, 27, 28 March, 1 & 2 April 2025;
in chambers on 3 April 2025
and for oral judgment on 12 May 2025

Before: Employment Judge C Lewis
Members: Ms T Jansen
Mrs B K Saund

Representation

Claimant: In person

Respondent: Mrs A Kaur Singh – solicitor on 26-28 March, 1 & 2 April 2025;
and Mr Alan Williams on 12 May 2025

JUDGMENT

1. The unanimous decision of the tribunal is that the claims for:
 - 1.1 Constructive unfair dismissal under s 94 of the Employment Rights Act 1996;
 - 1.2 Detriments for having made public interest disclosure under s 47B of the Employment Rights Act 1996; and
 - 1.3 Direct race discrimination contrary to s 13 of the Equality Act 2010 are not well founded and are dismissed.
2. The claim for victimisation is well-founded in respect of the failure to offer the Claimant shifts from 28 May 2024 onwards and that claim succeeds.

REMEDY

1. The respondent shall pay the Claimant the following sums:
 - 1.1 Compensation for injury to feelings in the sum of **£8,000.00**;

- 1.2 Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, in the sum of **£613.70**

Approved by:
Employment Judge C Lewis
Dated: 12 May 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/