



EMPLOYMENT TRIBUNALS

Claimant: Ms S Cole

Respondent: Foremost Care UK Ltd

Heard at: Norwich Tribunal (by video) **On:** 5, 6 and 7 May 2026

Before: Employment Judge Dobbie

Representation

Claimant: In person

Respondent: Miss Buchanan-Shill (Litigation Field Manager)

JUDGMENT

For the Reasons given orally on 7 May 2026:

1. The Claimant's claims for direct race discrimination are dismissed;
2. The claims for harassment related to race are dismissed;
3. The claims for whistleblowing automatic unfair dismissal are dismissed;
4. The claims for unlawful deduction from wages are dismissed;
5. The Claimant's claims for holiday pay are upheld by consent for a period of 10 days' holiday, in the agreed sum of £743.60 gross;
6. The Claimant's claim for wrongful dismissal (for her contractual notice pay of four weeks) is upheld in the agreed sum of £1,784.64 gross.
7. The Respondent must pay to the Claimant the total sum of **£2,528.24** being the total of the two payments due above.

Approved by:

Employment Judge Dobbie

Date: 15 May 2026

JUDGMENT SENT TO THE PARTIES ON

12 June 2026

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.

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/>