Case Number: 3301939/2024

EMPLOYMENT TRIBUNALS

Claimant		**Respondent**
S Ndlovu	v	Hales Group Limited

Heard at: Bury St Edmunds by CVP **On:** 3 September 2026

Before: Employment Judge W Anderson
L Davies
K Rose

Appearances
For the claimant: In Person
For the respondent: A Bibia (litigation consultant – Peninsula)

REMEDY JUDGMENT

1. The respondent is ordered to pay the claimant the sum of £1300 for injury to feelings within 14 days of receipt of this judgment.

REASONS

Background

1. Following a hearing that took place on 30 September, 1, 2, 3 October 2025 and 19 and 20 November 2025 the tribunal issued a judgment in the claimant's race discrimination claim. It dismissed the claimant's claims of direct discrimination and harassment. It upheld one of the five allegations of victimisation. The allegation was that the respondent had failed to laminate and add a name to a photograph of the claimant on the respondent's notice board in the Wickford office, where the photographs of all other staff members were laminated and showed their names, after the claimant had issued a claim in the employment tribunal.

The Hearing

2. The respondent filed a witness statement from Deanna Burgoyne, a counter schedule and a skeleton argument. The claimant gave evidence on oath and the parties were both given the opportunity to make submissions.

Decision and reasons

3. The claimant claims an injury to feelings payment in the sum of £10,000, putting it at the upper end of the lower Vento band, stating that the failure of the respondent to add her name to the photograph was humiliating and made her feel undervalued and unimportant.

4. The tribunal found in its judgment dated 3 December 2025 that the failure to add the claimant's name to the photograph was a detriment which resulted from her issuing this claim. It accepts that in failing to treat the claimant the same as the other members of staff working out of Wickford office the claimant would feel some humiliation but also notes that this was a single act that was rectified when she raised it with the respondent. It also notes that the claimant continues to be employed by the respondent.

5. The tribunal agrees with the respondent that this single act of victimisation was not malicious and concludes from the evidence heard today that the claimant did feel humiliated but that the act did not have a substantial and/ or long term effect on the claimant. The tribunal finds that considering the less serious nature of this transgression, that an award towards the lower end of the lower Vento band is appropriate and awards a sum of £1300 to the claimant by way of an injury to feelings award.

Approved by:

Employment Judge W Anderson

3 September 2026

SENT TO THE PARTIES ON
8 October 2026

FOR THE TRIBUNAL OFFICE

Notes

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/