



EMPLOYMENT TRIBUNALS

Claimant: Miss D Phillips

Respondent: Ballymore Construction Services Ltd

Heard at: London South **On:** 6, 7, 8, 9 10 December 2021

Before: Employment Judge Khalil sitting with members
Ms C Oldfield
Mr R Shaw

Appearances

For the claimant: in person

For the respondent: Ms Letts, Graduate Legal Executive

JUDGMENT

Unanimous decision

- The claim of race discrimination in relation to the two remarks by separate employees about the claimant's hair at the end of July 2018 and on or around 8 August respectively, were acts of direct race discrimination and the claimant's claims in this regard under S.13 of the Equality Act 2010 succeed.
- All of the other claims for direct race discrimination, direct sex discrimination, victimisation, harassment (sex and race) and direct disability discrimination are not well founded and fail.

The parties were strongly encouraged to resolve remedy privately. If this is not possible, the parties should write in after 28 days requesting a Remedy Hearing. As the claimant cannot do an in-person Hearing, there may be a delay in listing in the light of any prevailing Presidential Guidance about in person Hearings.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal decisions

All 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.

Employment Judge Khalil

10 December 2021