



# EMPLOYMENT TRIBUNALS

Claimants: Miss S Kaur (1)  
Miss S Rehman (2)

Respondents: Mr J Woodhouse (1)  
Capita Retail Finance Services Ltd (2)

Heard at: Leeds On: 2 and 3 October 2019

Before: Employment Judge Maidment  
Members: Mr W Roberts  
Mr M Brewer

## Representation

Claimants: Mr A McMillan, Counsel Respondents: (1) In person (2) Mr I Ahmed, Counsel

# JUDGMENT

1. The Second Respondent is correctly named as Capita Retail Finance Services Ltd and the record shall be amended accordingly.
2. The Claimants' complaints of racial harassment pursuant to Section 26 of the Equality Act 2010 against the First Respondent are well founded and succeed.
3. The Second Respondent is not liable for the act of harassment of the First Respondent as pursuant to Section 109(4) of the Act it took all reasonable steps to prevent that act.
4. As compensation for injury to feelings, the First Respondent is ordered to pay to each of the Claimants the sum of £1250 and an additional sum of £71.15 representing interest accrued thereon.

Employment Judge Maidment

2017

Date 3 October 2019

Note

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.

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