



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Uszakiewicz

Respondent: Argent (Property Development) Services LLP

Heard: At London Central (via CVP)

On: 8th to 12th July 2024

Before: Employment Judge Codd
Dr V Weerasinghe
Ms R Butler

Appearances

For the Claimant: Mrs J Uszakiewicz (unrepresented)

For the Respondent: Ms A Greenley (Counsel) instructed by Fox Williams LLP

JUDGMENT

1. The complaint of direct race discrimination is not well founded and is dismissed.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce any compensatory award payable to the claimant by **one third**.
4. The complaint of breach of contract in relation to notice pay is well-founded.

Employment Judge Codd

12th July 2024

Sent to the parties on

19 July 2024

For the Tribunal

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.