



EMPLOYMENT TRIBUNALS

Claimants: (1) Miss N James
(2) Miss J Saine

Respondent: London and Quadrant Housing Trust

Heard at: East London Hearing Centre (in public)

On: 16, 17, 18, 19, 23 and 24 January 2024

Before: Employment Judge Gordon Walker
Members: Mr S Woodhouse
Ms J Houzer

Appearances

For the claimant: Mr D Stephenson, counsel
For the respondent: Mr S Butler, counsel

JUDGMENT

First claimant's claims

1. The Tribunal has jurisdiction to hear the first claimant's claim of direct race discrimination in relation to detriment A, pursuant to section 123(1)(b) Equality Act 2010. The first claimant's claim of direct race discrimination in relation to Detriment A is well founded and succeed.
2. The first claimant's claims of direct race discrimination for detriments B and C are dismissed upon withdrawal, pursuant to rule 52 of the Employment Tribunal Rules 2013.
3. The first claimant's claim of direct race discrimination in relation to detriment D is not well founded and is dismissed.
4. The Tribunal has jurisdiction to hear the first claimant's claim of victimisation in relation to detriments B, C and D, pursuant to section 123(1)(b) Equality Act 2010. The first claimant's claims of victimisation in relation to detriments B, C and D are not well founded and are dismissed.

Second claimant's claims

5. The Tribunal has jurisdiction to hear the second claimant's claim of direct

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race discrimination in relation to detriment A, pursuant to section 123(1)(b) Equality Act 2010. The second claimant's claim of direct race discrimination in relation to Detriment A is well founded and succeeds.

6. The Tribunal has jurisdiction to hear the second claimant's claim of direct race discrimination in relation to detriment B, pursuant to section 123 Equality Act 2010. The second claimant's claim of direct race discrimination is not well founded and is dismissed.
7. The second claimant's claims of direct race discrimination in relation to detriments C and D are not well founded and is dismissed.
8. The Tribunal has jurisdiction to hear the second claimant's claim of victimisation in relation to detriments B, C and D, pursuant to section 123(1)(b) Equality Act 2010. The second claimant's claims of victimisation in relation to detriments B, C and D are not well founded and are dismissed.

Employment Judge Gordon Walker
Dated: 24 January 2024