



**EMPLOYMENT TRIBUNALS**

**Claimant: Ms R Lumb**

**Respondent: Soul Coffee House (East) Limited**

**Heard at: Leeds by CVP**

**On: 15 – 18 October 2024**

**Before: Employment Judge Maidment**

**Members: Ms G Fleming  
Mr R Webb**

**Representation**

**Claimant: In person**

**Respondent: Mr E Walker, Litigation Consultant**

**JUDGMENT**

The claimant's complaints of direct race discrimination, harassment, victimisation and unfair dismissal fail and are dismissed.

Employment Judge Maidment

Date 21 October 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 21 October 2024

FOR THE TRIBUNAL OFFICE

## **Notes**

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.

## **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-andlegislation-practice-directions/>