



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Vickers

**Respondents:** 1 Hill Biscuits Ltd  
2 Mr D Ravenscroft

**HELD AT:** Manchester **ON:** 15-18 May 2017

**BEFORE:** Employment Judge Tom Ryan  
Ms L Atkinson  
Ms V Worthington

**Appearances:**

**Claimant:** Mrs K Muhammad, CAB advisor  
**Respondent:** Miss S Wheeler, Solicitor

## JUDGMENT

1. The 2<sup>nd</sup> respondent is dismissed from the proceedings.
2. The complaint of harassment related to sex is well-founded.
3. The complaints of harassment related to race, victimisation and constructive unfair dismissal are not well-founded and are dismissed.
4. In respect of the complaint of harassment related to sex the 1<sup>st</sup> respondent is ordered pay to the claimant compensation for injury to feelings in the sum of £10,000.00 together with interest in the sum of £638.00.
5. The 1<sup>st</sup> respondent is ordered to pay the claimant's costs by way of reimbursement of tribunal fees in the sum of £1,200.00.
6. The 1<sup>st</sup> respondent shall pay the claimant the sums recorded in paragraphs 4 and 5 above by 1 June 2017.

7. The reasons for the judgment set out above are reserved to be given in writing pursuant to rule 62 of the Employment Tribunals Rules of Procedure 2013 .

Employment Judge Tom Ryan

19 May 2017

JUDGMENT SENT TO THE PARTIES ON

25 May 2017

FOR THE TRIBUNAL OFFICE



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2405509/2016

Name of case: Miss L Vickers v Hill Biscuits Ltd

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 25 May 2017

"the calculation day" is: 26 May 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL

For the Employment Tribunal Office