



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss N Bibi

AND

Farah Chemists Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: North Shields

On: 13, 14, 15 & 16 June 2017

Deliberations: 21 July 2017

Before: Employment Judge Hargrove

Members: Miss B G Kirby
Mr P Curtis

Appearances

For the Claimant: Mr M McFetrich, Consultant

For the Respondent: Mr C Johnson, Consultant

RESERVED JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

- 1 The claimant was fairly dismissed for redundancy. The claim of unfair dismissal is not well-founded.
- 2 The claimant's claim of harassment relating to the protected characteristic of religion or belief is well-founded only in respect of the claimant's treatment by Shakeel Ahmed in a meeting which took place in the consultation room at Clyde's on the afternoon of 17 June 2016. The claims of harassment relating to sex are all not well-founded.
- 3 The respondent is ordered to pay compensation for injury to feelings to the claimant for the claim of harassment of £1000 inclusive of the Simmonds v Castle uplift and interest.
- 4 The claims of victimisation are not well-founded.

- 5 The respondent has made an unlawful deduction from wages in respect of holiday pay due and pursuant to Section 24 of Employment Rights Act the respondent is ordered to pay to the claimant £348 (if not already paid).

**EMPLOYMENT JUDGE HARGROVE
JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON
28 July 2017**

**JUDGMENT SENT TO THE PARTIES ON
28 July 2017**

AND ENTERED IN THE REGISTER

P Trewick

FOR THE TRIBUNAL