



EMPLOYMENT TRIBUNALS

Claimant: Miss S K Uddin

Respondents: 1. Helling Massey Limited
5. Mr Haroon Khan

Heard at: Manchester

On: 24 September 2018

Before: Employment Judge Feeney
Ms J Eme-Power
Mr W Haydock

REPRESENTATION:

Claimant: In person

Respondents: Not in attendance

JUDGMENT

The judgment of the Tribunal is that:

1. Respondents 2, 3 and 4 are dismissed from these proceedings.
2. The claimant's claims of –
 - (a) direct and indirect sex discrimination and harassment based on sex; and
 - (b) victimisation

succeed.

3. The claims of direct and indirect religious discrimination and harassment based on religious belief fail and are dismissed.

4. The claimant is awarded, and the first and fifth respondents, who are jointly and severally liable, ordered to pay:

Loss of Earnings

From date of dismissal (30 January 2017)
to 9 September 2018
(89 weeks x £158.68)

14,122.52

Injury to Feelings	12,000.00
Breach of ACAS Code of Practice	
Uplift of 25%	6,530.63
Aggravated Damages	1,500.00
Holiday	
2 days at £31.74	63.47
Expenses	<u>300.00</u>
TOTAL	<u>£34,216.62</u>

5. The recoupment regulations apply to the period 30 January 2017 to 9 September 2018.

Employment Judge Feeney

Date: 25th September 2018

JUDGMENT SENT TO THE PARTIES ON

8 October 2018

FOR THE TRIBUNAL OFFICE

Note

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2402914/2017**

Name of **Miss SK Uddin** v **(1) Helling Massey Ltd**
case(s): **(2) Mr Haroon Khan**

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: **8 October 2018**

"the calculation day" is: **9 October 2018**

"the stipulated rate of interest" is: **8%**

MRS L WHITE
For the Employment Tribunal Office

