



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M V Boccia  
**Respondent:** Putt in the Park Ltd

**Heard at:** Croydon

**On:** 16 – 17 October 2018 and 18 January 2019

**Before:** Employment Judge Nash  
**Members:** Mrs R Bailey  
Ms Y Batchelor

## Representation

Claimant: Mr Pereira, advisor  
Respondent: Mr J Fish, director

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The claim of direct race discrimination fails and is dismissed.
2. The claim of victimisation on the grounds of sex fails and dismissed.
3. The claimant was unfairly constructively dismissed contrary to section 98 Employment Rights Act 1996.
4. It is just and equitable to reduce the basic award by 50% pursuant to section 122 20Employment Rights Act 1996.
5. It is just and equitable to reduce the compensatory award by 50% pursuant to section 123 Employment Rights Act 1996.
6. The respondent shall pay to the claimant by consent £1355 under this judgment.

Employment Judge Nash

Date 18 January 2019

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.

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