



EMPLOYMENT TRIBUNALS

Claimant: Ms J Waters

First Respondent: Pentins Financial Planning Limited

Second Respondent: Mr John Hawkins

Heard at: Ashford

On: 8th, 9th and 10th April 2019

Before: Employment Judge Pritchard
Mr D Ross
Ms R Downer

Representation

Claimant: Mr C Kelly, counsel
Respondent: Mr M Arnold, consultant

JUDGMENT

- 1 The Claimant's claim of direct sex discrimination is dismissed. The Second Respondent is dismissed from these proceedings.
- 2 The Claimant's claim that she was victimised by the First Respondent is dismissed.
- 3 The Claimant's claim that she was unfairly dismissed is well-founded. The question of remedy will be considered at a further hearing if the parties are unable to reach settlement. Any compensatory award will be increased by 10% because of the First Respondent's unreasonable failure to comply with the ACAS Code of Practice. The Tribunal makes no deductions for contributory fault. The Tribunal makes no deductions under the Polkey principle
- 4 The Claimant's claim that the Respondent failed to provide her with a statement of employment particulars succeeds. The Tribunal awards two weeks' pay.

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.

Employment Judge Pritchard
Date: 10 April 2019