



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss Sharriee Raza

AND

Respondent

The Fox & Grapes (Tinhay) Limited
(In Voluntary Creditors' Liquidation)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Exeter

ON

4 October 2019

Representation:

For the Claimant: In person

For the Respondent: No Appearance Entered, Did Not Attend

THE TIME FOR PRESENTING A RESPONSE HAVING EXPIRED AND NO VALID RESPONSE HAVING BEEN PRESENTED

JUDGMENT UNDER RULE 21 AND REMEDY JUDGMENT

1. That part of the Judgment dated 20 June 2019 and sent to the parties on 18 July 2019 declaring that the claimant is entitled to a statutory redundancy payment is hereby revoked because the claimant did not have sufficient qualifying service by reason of section 155 of the Employment Rights Act 1996. The claimant is not entitled to a statutory redundancy payment; and
2. The claimant was discriminated against on the grounds of her sex, and her dismissal was discriminatory on the grounds of her sex. She is awarded loss of earnings for the period of 16 weeks at her net weekly pay of £235.96 which is a sum of £3775.36. Interest is awarded at 8% from the midpoint between her constructive dismissal on 1 April 2019 and today's date which is 94 days at £0.83 per day, being an additional £78.02. In addition, the claimant suffered sexual harassment and was distressed and required medical assistance. She sees injury to feelings in the sum of £10,000 which is awarded. Interest on that sum at 8% from 1 April 2019 until today's date is 187 days at £0.83 per day being an additional £155.21. Accordingly, the respondent is ordered to pay the claimant compensation for discrimination on the grounds of her sex in the total sum of £14,008.59 inclusive of interest.

3. The claimant's claim for unlawful deduction from wages has succeeded in respect of deducted but unpaid pension contributions and the respondent is ordered to pay the claimant the gross sum of £164.21; and
4. The claimant's claim for accrued but unpaid holiday pay has succeeded and the respondent is ordered to pay the claimant 79 hours and 29 minutes' pay in the gross sum of £634.32.

Employment Judge N J Roper

Dated: 4 October 2019

Judgment sent to Parties: 17 October 2019

FOR THE TRIBUNAL OFFICE