



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms T Bond

**Respondent:** Mrs J Large, trading as Lads' and Dads' Barbers

**Held at:** Mold

**ON:** 2<sup>th</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> & 6<sup>th</sup>  
December 2019

**Before:** Employment Judge R.F. Powell

**Members:** Ms C Peel  
Mr B Roberts

## Representation

Claimant: In person

Respondent: Ms Zakrzewska, litigation consultant

## JUDGEMENT

The unanimous judgment of the Tribunal is that:

1. The claim for an unlawful deduction from wages, in respect of accrued holiday pay, is well founded and the respondent is ordered to pay compensation to the claimant in the gross sum of £999.60.
2. The claim that the respondent failed to provide the claimant with a written statement of her principal terms and conditions of employment in accordance with sections 1-7 of the Employment Rights Act 1996 is well founded and the respondent is ordered to pay to the claimant compensation in the gross sum of £356.76.
3. The claim under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992, that the respondent's conduct was in breach of the ACAS code relating to the conduct of grievances, is not well founded and is dismissed.
4. The claimant's claims that the respondent failed to make reasonable adjustments, contrary to sections 20 and 21 of the Equality Act 2010, are not well founded and are dismissed.

5. The claim that the dismissal of the claimant was unjustified unfavourable treatment because it arose from the claimant's disability, contrary to section 15 of the Equality Act 2010, is not well founded and is dismissed.
6. The claim that the respondent treated the claimant unfavourably by lying to a customer about the reason for the claimant's absence from work, contrary to section 15 of the Equality Act 2010, is not well founded and dismissed.
7. The claim that the respondent treated the claimant unfavourably by video recording the claimant on two occasions during her sickness absence, contrary to section 15 of the Equality Act 2010, is well founded.
8. The claims of direct discrimination on the grounds of the claimant's race are not well founded and are dismissed.
9. The claims of direct discrimination on the grounds of the claimant's perceived religious belief in respect of the respondent's direction to the claimant to take rubbish out of the salon on the 28<sup>th</sup> January 2017, making an allegation of impropriety with a minor on the 1<sup>st</sup> February 2017 and the direction to clear up dog faeces on the 4<sup>th</sup> February 2017 are well founded.
10. The discriminatory conduct of the respondent led to the claimant's disability, her extended sickness absence, her continuing ill health and aggravated an existing mental health vulnerability and the respondent is ordered to pay compensation to the claimant, in respect of injury to feelings and interest, in the gross sum of £19,352.00.

---

Employment Judge R F Powell

Date 9<sup>th</sup> December 2019

SENT TO THE PARTIES ON 11 December 2019

.....  
FOR THE TRIBUNAL OFFICE