



EMPLOYMENT TRIBUNALS

Claimant: Ms R Malik

Respondent: Barchester Healthcare Limited

Heard at: Hull

On: 17 – 20 February 2020

Before: Employment Judge Maidment

Members: Mrs S Scott
Mr K Lannaman

Representation

Claimant: Mr F Akpan-Inwang, Consultant

Respondent: Mr P Singh, Solicitor

JUDGMENT

1. The Claimant's complaint of unfair dismissal is well founded and succeeds. As compensation for unfair dismissal, the Respondent is ordered to pay to the Claimant a basic award in the sum of £1,580.21 (a reduction of 75% having been applied with reference to the Claimant's conduct before dismissal). No compensatory award is made in circumstances where, if a fair procedure had been followed, the Claimant would have been fairly dismissed in any event.
2. The Claimant's complaint of race discrimination fails and is dismissed.
3. The Claimant's complaints of disability discrimination fail and are dismissed.

Employment Judge Maidment

Date 20 February 2020

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.