



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Coughlan
Respondent: Brookes Jordan Limited
Heard at: Leicester
On: 10 and 11 February 2020
Before: Employment Judge D Faulkner
Mrs J Morrish
Mr A Wood

Representation

Claimant: Mr M Anastasiades (Solicitor)
Respondent: Mr P Clarke (Consultant)

JUDGMENT

By consent:

1. The Respondent is ordered to pay to the Claimant the net sum of £10,000 in full and final settlement of all complaints in these proceedings, payment to be made as detailed below.
2. The Respondent is ordered to make the payment referred to above to Rich & Carr Solicitors, in the following instalments:
 - 2.1. the net sum of £3,334 on or before 1 March 2020;
 - 2.2. the net sum of £3,333 on or before 1 April 2020; and
 - 2.3. the net sum of £3,333 on or before 1 May 2020.
3. The Respondent is ordered to write and send to the Claimant within 7 days of the date on which this Judgment is sent to the parties a letter on its headed notepaper in the form of the attached schedule.

4. Neither party shall make, publish or otherwise say any detrimental or derogatory statement about the other.

Employment Judge D Faulkner

Date: 12 February 2020

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Schedule

Dear Margaret,

On behalf of the Company, I would like to offer this letter as an apology.

During the last two years after your employment ended in October 2017, we have had a look at our procedures and practices and have made significant changes.

These changes help us to recognise when things are not correct and we can now see how such matters could have affected you when you were employed with us.

We wish you all the best for the future.

Yours sincerely