



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms B Bailey

**Respondent:** Mrs A Robinson

**Heard at:** Manchester

**On:** 5 and 6 March 2020

**Before:** Employment Judge Dunlop  
Ms CS Jammeh  
Mr P Stowe

## REPRESENTATION:

**Claimant:** In person

**Respondent:** In person

# JUDGMENT

1. The Judgment of the Tribunal is that the respondent directly discriminated against the claimant on the grounds of her age contrary to s13 Equality Act 2010 by:
  - 1.1 Seeking to cut her hours from 3 days per week to 1 day per week in May 2019.
  - 1.2 By constructively dismissing her, in that the reduction in hours caused the claimant's resignation.
2. The respondent is ordered to pay the claimant the sum of £3,354.00. This comprises an award of £354.00 for past loss of earnings and an injury to feelings award of £3,000.00.
3. There is no award of interest.

Employment Judge Dunlop

Date: 6 March 2020

JUDGMENT SENT TO THE PARTIES ON

10 March 2020

FOR THE TRIBUNAL OFFICE

**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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2410016/2019**

Name of case: **Ms B Bailey** v **Alice Robinson**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **10 March 2020**

"the calculation day" is: **11 March 2020**

"the stipulated rate of interest" is: **8%**

For the Employment Tribunal Office