



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss N Mills

**First Respondent:** Kids Club Community Limited

**Second Respondent:** Mr A Curl

**HELD AT:** North Shields

**ON:** 25-26 July 2019

**BEFORE:** Employment Judge Aspden  
Mr R Greig  
Mr S Hunter

## REPRESENTATION:

**Claimant:** In person  
**First and Second Respondents:** Mr W Haines

## JUDGMENT

The unanimous judgment of the Tribunal is:

1. The First Respondent and the Second Respondent harassed the claimant, in contravention of the Equality Act 2010:
  - a. by sending her a Facebook message, as alleged, on 12 January 2019; and
  - b. by demanding that the claimant work with him, as alleged, on 15 January 2019.
2. The First Respondent victimised the Claimant, in contravention of the Equality Act 2010, by:
  - a. subjecting her to a disciplinary process;
  - b. dismissing her; and

- c. issuing her with invoices for childcare fees and threatening her with Court action for non-payment.
3. The Claimant's other complaint of harassment and her other complaints of victimisation contrary to the Equality Act 2010 are not made out and are dismissed.

\_\_\_\_\_  
Employment Judge Aspden

Date 3 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.