



EMPLOYMENT TRIBUNALS

Claimant: Miss Dion Twine

Respondent: Mantra Entertainment Ltd

Heard at: Cardiff **On:** 6 February 2020

Before: Employment Judge R Brace
Mr M Lewis
Mr M Pearson

Representation:
Claimant: Mr J Hine (Solicitor)
Respondent: Did not attend

JUDGMENT

1. The claim that the claimant was automatically unfairly dismissed contrary to section 99 Employment Rights Act 1996 is well founded and succeeds.
2. The claim that the claimant was automatically unfairly dismissed contrary to section 104 Employment Rights Act 1996 is not well founded and is dismissed.
3. The claim that the claimant was subject to unfavourable treatment (s18 Equality Act 2010) is well founded and succeeds.
4. The respondent is ordered to pay the claimant the sum of £22,129.79 as follows:

Basic Award		£321.04
Compensatory Award	£7,391.00	
Injury to Feelings	£10,000.00	
ACAS Uplift 25%	£4,347.75	
Interest from 21.319	£70.00	£21,808.75
Total		£22,129.79

5. The respondent is also ordered to pay the claimant the sum of £200 as a contribution to costs.

Employment Judge R Brace
Dated: 6 February 2020

JUDGMENT SENT TO THE PARTIES ON 10 February 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.