



EMPLOYMENT TRIBUNALS

Claimant: Miss S Loomes
Respondent: Little Company of Mary
Heard at: East London Hearing Centre via CVP
On: 16 & 17 July 2020
Before: Employment Judge John Crosfill
Members: Miss S Harwood
Mr D Ross

Representation

Claimant: Mr Toby Vaughan (the Claimant's partner)
Respondent: Ms Grace Nicholls of Counsel instructed by Stone King LLP

LIABILITY JUDGMENT

1. The Claimant's claim of unfair dismissal brought under Part X of the Employment Rights Act 1996 is well founded.
2. The Claimant's claims for unlawful deduction of wages brought under Part II of the Employment rights Act 1996 is well founded.
3. The Claimant's claims brought under Sections 13 & 39 of the Equality Act 2010 are dismissed
4. The Claimant's claim under Section 15 & 39 of the Equality Act 2010 succeeds.
5. The Claimant's claims under Section 20, 21 & 39 of the Equality Act 2010 succeed.

6. The appropriate remedy in respect of the successful claims will be determined at a further hearing.

**Employment Judge John Crosfill
Date: 6 August 2020**