



EMPLOYMENT TRIBUNALS

Claimant: Mr D Bendall

Respondent: The Female Social Network Ltd (In Voluntary Liquidation)

Heard at: London Central

On: 17 August 2020

Before: Employment Judge Khan

Representation

Claimant: In person

Respondent: No appearance

JUDGMENT

1. The following complaints succeed:

- (1) Unfair dismissal
- (2) Race-related harassment (allegation 4)
- (3) Failure to provide a written statement of employment particulars
- (4) Failure to provide itemised pay statements

2. The following complaints fail and are dismissed:

- (1) Direct discrimination on the grounds of sex and race (allegations 1 – 16)
- (2) Sex-related harassment (allegation 4)
- (3) Indirect sex discrimination (allegation 16)
- (4) Victimisation (allegation 16)

3. The respondent is ordered to pay the claimant the following:

- (1) A basic award of £7612.50 (i.e. 14.5 x statutory maximum weekly pay of £525)
- (2) A compensatory award of £86,444 (i.e. loss of statutory rights and lost earnings up to statutory cap for compensatory award)
- (3) An award for injury to feelings of £2000 and interest on this sum at the annual rate of 8% from the date of discrimination on 5 May 2019 to the date of this judgment.

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- (4) £1050 under section 38 of the Employment Act 2002 (this is a correction as this award of 2 weeks' pay is calculated by reference to the statutory maximum weekly pay of £525 not on actual weekly pay)

Employment Judge Khan

Date 28/08/2020

JUDGMENT SENT TO THE PARTIES ON

01/09/2020

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FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.