



EMPLOYMENT TRIBUNALS

Claimant: Ms.S. Richards-Hargreaves
Respondent: (1) Faithfull and Gould Ltd
(2) Atkins Ltd

London Central

On: 7-9, 12-13 October 2020

Before: Employment Judge Goodman
Mr R. Pell
Ms K. O'Shaughnessy

Representation

Claimant: in person
Respondent: Mr. I. McGlashan, consultant

JUDGMENT

1. The unfair dismissal claim fails. The first respondent's conduct did not repudiate the contract.
2. The first respondent did not discriminate against the claimant because of race, and any harassment was not related to race.
3. The claims of victimisation, discrimination because of age and sex, and harassment related to age and sex, are dismissed on withdrawal.
4. The claims of unlawful deductions from wages, breach of contract and for holiday pay do not succeed.
5. The employer contract claim succeeds. The claimant is ordered to pay the second respondent £10,076.95 to reimburse university fees paid.
6. The claimant's deposit of £1,000 is to be paid to the first respondent, the race discrimination and race harassment claims having failed for substantially the same reasons as those set out in the deposit order of 28 June 2019.

Employment Judge - Goodman

Date 13th Oct 2020

JUDGMENT SENT TO THE PARTIES ON

14/10/2020.

FOR THE TRIBUNAL OFFICE

Note

Case No: 2201413/2019

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless requested within 14 days of this written record of the decision being sent to the parties.