



EMPLOYMENT TRIBUNALS

Claimant: Miss Sofi Lorimor

Respondent: Smart Tan UK Ltd

JUDGMENT ON LIABILITY

Employment Tribunals Rules of Procedure 2013 – Rule 21

The judgment of the Tribunal is that:

1. The complaint in respect of direct disability discrimination is well-founded and succeeds.
2. The Complaint in respect of accrued but untaken holiday pay under Regulation 30 Working Time Regulations is well-founded and succeeds.

REASONS

3. The Claimant was employed by the Respondent from 09 March 2020 to 28 July 2020. She presented a Claim Form on 20 November 2020 which was served on the Respondent's registered office. A response was due to be returned by 31 December 2020.
4. No response was returned by the required date. Therefore, in accordance with rule 21 of the Tribunal Rules of Procedure an Employment Judge must decide whether on the available material a determination can properly be made of the claim or part of it, and to the extent that a determination can be made, the Employment Judge must issue a judgment.
5. I am satisfied that there is sufficient information contained within the Claim Form to issue judgment against the Respondent. However, I was not in a position to deal with remedy. Therefore, it was appropriate for a judgment to be issued in respect of liability only. A preliminary hearing is listed for 01 February 2021 at which issues and directions relating to remedy will be discussed.

Employment Judge Sweeney

4 January 2021