



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video)      **On:** 1 and 2 February 2021

**Claimant:** Mr Francisco Fernandes

**Respondent:** Deluxe Services Limited

**Before:** Employment Judge Fowell

Ms S MacDonald

Mr N Shanks

**Representation:**

**Claimant:** In person

**Respondent:** Mr Scott, for DWF Law LLP

## JUDGMENT

1. The complaint of direct discrimination on grounds of age is upheld
2. The complaint of direct discrimination on grounds of marriage or civil partnership is dismissed.
3. The complaint of direct discrimination on grounds of race is dismissed
4. There was no unlawful deduction from wages.
5. The respondent was not in breach of contract.
6. The claimant is awarded damages of **£4,707** comprising:
  - a. Injury to feelings      £3,000
  - b. Interest on the above      £405
  - c. Financial loss      £1,220
  - d. Interest on the above      £82

Employment Judge Fowell

Date 01 February 2021

Note: Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.