



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No 4100046/2019

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Held in Glasgow on 27, 28, 29 and 30 August 2019

Employment Judge: Rory McPherson

Members: Mr R McPherson

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Mr D Calderwood

Miss Amanda Wilson

Claimant

Represented by:

S Meechan

Solicitor

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(1) Elderslie Golf Club

(1) Respondent

Represented by:

A McCormack

Solicitor

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**(2) Mr Robert McIlroy, Immediate Past Captain
c/o Elderslie Golf Club**

(2) Respondent

Represented by

- see above

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**(3) Mr Colin Haldane, Captain
c/o Elderslie Golf Club**

(2) Respondent

Represented by

- see above

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**(4) Mr Darren Gorrie, Vice-Captain
c/o Elderslie Golf Club**

(3) Respondent

Represented by

- see above

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous judgment of the Employment Tribunal is that:

E.T. Z4 (WR)

- (1) the claimant's claim for unfair dismissal succeeds; and
- (2) the respondents are ordered to pay the claimant, the monetary award for unfair dismissal in the sum of **TEN THOUSAND ONE HUNDRED AND SIXTY SIX POUNDS (£10,166.00)**. The prescribed period is 24 September 2018 to
5 30 August 2019 and the prescribed element of this award is **FOUR THOUSAND SIX HUNDRED AND TWENTY FOUR POUNDS (£4,624.00)** and as the monetary sum exceeds the prescribed element by **FIVE THOUSAND FIVE HUNDRED AND FORTY TWO POUNDS (£5,542.00)** that sum is payable immediately to the claimant; and
- 10 (3) the claimant's claims for direct sex discrimination contrary to section 13 Equality Act 2010 or, in the alternative combined discrimination, contrary to section 14 Equality Act 2010 do not succeed and are dismissed; and
- (4) the claimant's for direct age discrimination contrary to section 13 Equality Act
15 2010 or, in the alternative combined discrimination contrary to section 14 Equality Act 2010 do not succeed and are dismissed; and
- (5) the claimant's claims in respect of holiday pay and breach of contract are dismissed as withdrawn.

REASONS

20 Oral reasons were given at the hearing.

Employment Judge: Rory McPherson
Date of Judgment: 30 August 2019
25 Entered in register: 04 September 2019
and copied to parties