



EMPLOYMENT TRIBUNALS

Claimant: Ms K Doe

Respondent: Crest Nicholson Operations Ltd

Heard at: London South via CVP **On:** 6, 7, 8 and 9 April 2021

Before: Employment Judge Khalil (sitting with members)
Ms Clewlow
Ms Beeston

Appearances

For the claimant: in person

For the respondent: Ms Carse, Counsel

JUDGMENT

- (1) The claim for unfavourable treatment contrary to S. 18 Equality Act 2010 is not well founded and is dismissed.
- (2) The claim for victimisation contrary to S.27 Equality Act 2010 is not well founded and is dismissed.
- (3) The claim for Indirect Sex Discrimination contrary to s.19 Equality Act 2010 is well founded and succeeds.
- (4) The claim for unauthorised deductions contrary to S.23 Employment Rights Act 1996 is well founded and succeeds.
- (5) The claim for itemised pay statement (s) contrary to S. 8 Employment Rights Act 1996 is well founded and succeeds. A declaration is made in respect of the months of May, June, July 2019.
- (6) Unless the parties are able to reach a resolution, a Remedy Hearing for 1 day will be listed. The parties are to write to the Tribunal after 28 days of receiving this Judgment to confirm whether or not a Remedy Hearing is required. The Remedy Hearing will address the successful claims, including, for the avoidance of doubt, the amount of the unauthorised deductions and whether

any award should be made pursuant to S.12 (4) Employment Rights Act 1996 and if so, how much.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

Public access to Employment Tribunal decisions

All written 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.

Employment Judge Khalil

9 April 2021

Sent to the parties on:

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For the Tribunal:

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