



# EMPLOYMENT TRIBUNALS

**Claimant:**

Mrs M Pridsam

v

**Respondent:**

The Club Company (Group)  
Limited

**Heard at:**

Reading (by CVP)

**On:** 12 to 19 April 2021

**Before:**

Employment Judge Hawksworth  
Mr J Appleton  
Mrs C Baggs

**Appearances**

**For the Claimant:**

In person

**For the Respondent:**

Ms S Murphy (solicitor)  
Mr J Gilbert (lead litigation consultant)  
Mr B Henry (counsel)

## JUDGMENT

The unanimous decision of the tribunal is:

1. The claimant's claim for equal pay succeeds. By the operation of the sex equality clause, the claimant's contract is modified to provide that her rate of pay is £25 per class for both weekday and weekend classes.
2. The respondent is ordered to pay the claimant arrears of pay and interest in the sum of £4,634.98 comprising £3451.74 gross arrears of pay and £1,183.24 interest.
3. It is just and equitable to increase the award by 10% pursuant to section 207A of the Trade Union and Labour Relations Act 1992 in respect of an unreasonable failure to comply with the Acas Code of Practice on disciplinary and grievance procedures.
4. The total award to the claimant is therefore £5,098.48.
5. No order for an equal pay audit is made under the Equality Act 2010 (Equal Pay Audits) Regulations 2014 because regulations 3(1)(b),(c) and (d) apply.
6. The claimant's complaints of direct discrimination and victimisation fail and are dismissed.

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**Employment Judge Hawksworth**

Date: 19 April 2021

Sent to the parties on: ...11 May 2021.

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For the Tribunal Office

**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.

**Public access to employment tribunal decisions:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.