



EMPLOYMENT TRIBUNALS

Claimant: Claire Finn

Respondent: D W Estates and Leisure Limited,
trading as The Inn-Credible Pub Co

Heard at: Birmingham **On: 7 July 2021**

By : Video Hearing (CVP)

Before: Regional Employment Judge Findlay

Representation

Claimant: Mr P Hunter-Finn (Claimant's brother)

Respondent: no attendance

The respondent having entered no response to the proceedings, on 4 May 2021 Employment Judge Lloyd entered judgment for the claimant on her claims of unfair dismissal, sex discrimination and unauthorised deduction of wages, and listed today's hearing (notice of which was served upon the respondent) for the assessment of remedy. Having heard from the claimant (and her brother on her behalf, I give the following judgment:

JUDGMENT

The respondent shall pay the claimant the following amounts :

1. In respect of unpaid wages: £(13 x 78.60) = £1021.80 (net);

2. In respect of sex discrimination:

2.1 Injury to feelings: £12,000;

2.2 Financial loss (including loss
of earnings): £22,480.80

Total : £34,480.80

3 In respect of unfair dismissal:

3.1 Basic award: £(8 x 538) £ 4304

3.2 Loss of Statutory rights : £ 538

3.3 Job seeking expenses: £ 500

Total : £5342

4. Statutory Uplift under section 207B due to breach of ACAS Code of Practice on Disciplinary and Grievance Procedures @15%:

$\pounds(34,480.80 + 1038) \times 15\% = \pounds5327.82$

5. Award under s38 of the Employment Act 2002:

4 weeks pay $\pounds(4 \times 538) = \pounds2152$

Total award (1 +2+3+4+5 above) = **£48,324.42**

Note: the figures set out were adjusted by the Judge after the hearing to take account of an arithmetical error.

Regional Employment Judge **Findlay**

13 July 2021

Date_____

Notes

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

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.