



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Z Haq

**Respondents:** A-A Quality Care Ltd (1)  
Mr P Asafo Agyei (2)

**Heard at:** Croydon (by cloud video platform)      **On:** 14 to 16 July 2021

**Before:** Employment Judge Nash  
Mr G Henderson  
Ms C Christofi

## Appearances

For the claimant: Mr Donnelly, solicitor

For the respondent: Mr Williams, representative

# JUDGMENT

1. The complaint of sexual harassment under section 26(2) Equality Act 2010 succeeds.
2. The complaint of direct sex discrimination under section 13 Equality Act 2010 succeeds.
3. The complaint of wrongful dismissal succeeds.
4. The respondents shall pay to the claimant the sum of £32,481.11 as compensation for discrimination, made up as follows:
  - a. By consent, £12,000 for injury to feelings
  - b. £5,000 for aggravated damages
  - c. By consent £11,488.34 for loss of earnings
  - d. By consent, £3,579.25 interest
  - e. By consent, £413.52 grossing up of the overall award due to ITEPA s 401.

5. There is no financial award for wrongful dismissal.
6. The respondents shall pay the sum of £9,353.05 plus vat of £1,870.61 - being a total of £11,223.66 - to the claimant in respect of costs pursuant to Rule 76 of the Employment Tribunal Rules of Procedure.
7. Accordingly, the total to be paid by the respondents to the claimant under this judgment is £43,709.77.

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Employment Judge Nash  
Date **19 July 2021**

JUDGMENT SENT TO THE PARTIES ON  
Date **26 July 2021**

FOR THE TRIBUNAL OFFICE

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.

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