



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Wood

Respondent: MKP Management Limited

Heard: by CVP (Midlands West)

On: 20, 21 and 22 October 2021

Before: Employment Judge Faulkner
Mr A Moosa
Mr N Forward

Representation: **Claimant** - in person
Respondent - Dr A Mason and Mrs L Mason
(Directors)

JUDGMENT

1. The Respondent did not contravene section 39 of the Equality Act 2010 by discriminating against the Claimant in relation to her dismissal by reason of redundancy with effect from 23 April 2020. The Claimant's complaint of age discrimination is therefore dismissed.

2. The Respondent did not contravene section 40 of the Equality Act 2010 by harassing the Claimant related to her age during a meeting with Dr A Mason on 23 March 2020.

3. The Claimant was unfairly dismissed. Her complaint of unfair dismissal is therefore well-founded.

4. The Claimant is awarded the total sum of £1,328.94, comprising a basic award of £446.19 and a compensatory award of £882.75. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

5. The Claimant's application for a preparation time order is granted. The Respondent is ordered to pay the Claimant the sum of £304 accordingly.

6. The amounts set out above are payable within 14 days of the date of this Judgment.

Note: This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face-to-face hearing because of the COVID-19 pandemic.

Employment Judge Faulkner

Date: 22 October 2021

Notes

1. 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.
2. All judgments and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-Tribunal-decisions shortly after a copy has been sent to the parties in a case.