



## **EMPLOYMENT TRIBUNAL**

BETWEEN

CLAIMANT

AND

RESPONDENT

Mrs R. Marrs

Nurse Plus and Carer Plus  
(UK) Limited

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### **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

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Held via Cloud Video Platform

On Monday, the 4<sup>th</sup> October 2021  
and Tuesday, the 5<sup>th</sup> October 2021

Employment Judge: Mr D. Harris

Members: Ms S. Maidment  
Dr Hole

Representation:

For the Claimant: In person

For the Respondent: Mr Vincent Callow (HR Manager)

## **JUDGMENT**

- 1. The Claimant succeeds in her claim against the Respondent for indirect discrimination on the ground of sex.**
  
- 2. The Claimant succeeds in her claim against the Respondent for unfair dismissal.**
  
- 3. There shall be judgment for the Claimant in the sum of £8,314.66, comprising the following sums:-**
  - 3.1 a basic award in the sum of £2,187.50;**
  
  - 3.2 a compensatory award in the sum of £4,127.16, comprising the following sums:**
    - 3.2.1 £3,625.00 in respect of past loss of earnings;**
  
    - 3.2.2 £2.16 in respect of interest on the past loss of earnings;**
  
    - 3.2.3 £500.00 in respect of the loss of employment rights.**
  
  - 3.3 an award of £2,000.00 for injury to feelings.**

**Employment Judge David Harris**

Dated: 8 November 2021

Judgment sent to parties: 30 November 2021

FOR THE TRIBUNAL OFFICE

Reasons for the decision were given orally at the hearing on the 5<sup>th</sup> October 2021. No request for written reasons being made at the hearing on the 5<sup>th</sup> October 2021, written reasons will not be provided unless they are asked for by a party by a written request made within 14 days of the sending of the written record of the decision.

### **Online publication of judgments and reasons**

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and written reasons since February 2017 are now available online and are therefore accessible to members of the public at:

<https://www.gov.uk/employment-tribunal-decisions>

The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in anyway prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a Judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness.