



EMPLOYMENT TRIBUNALS

Claimant

Respondent

T

v

(1) S Limited;
(2) BD

Heard at: Cambridge

On: 6, 7 and 8 December 2021 In

Chambers: 9 December 2021 a.m.

Judgment delivered: 9 December 2021 p.m.

Before: Employment Judge Tynan

Members: Mr C Davie and Mr A Schooler

Appearances For the Claimant: In person For the Respondents: D, Head of HR

JUDGMENT

1. The Claimant's complaint that she was directly discriminated against, contrary to Section 13 of the Equality Act 2010, is not well founded and is dismissed.
2. The Claimant's complaints that she was harassed, contrary to Section 26 of the Equality Act 2010, succeed in relation to Issues 1 – 9. The Respondents are jointly liable for those matters as they were done by the Second Respondent in the course of his employment with the First Respondent and the First Respondent has failed to establish the statutory defence in relation to those matters in section 109(4) of the Equality Act 2010.
3. The Claimant's complaints that she was harassed, contrary to Section 26 of the Equality Act 2010, are not well founded in relation to Issues 10 – 12 and are dismissed.
4. The Tribunal orders the Respondents to pay compensation to the Claimant of £17,550 in respect of the complaints referred to in paragraph 2 of this

Judgment together with interest thereon at 8% per annum from 18 May 2021 to 9 December 2021 in the sum of £3,600.39.

3. The Claimant declares that the First Respondent made unlawful deductions from the Claimant's wages and Orders the First Respondent to pay to the Claimant the sum of £900.00 in respect of those unlawful deductions.

15 December 2021

Employment Judge Tynan

Sent to the parties on:

22/12/2021

N Gotecha

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.

