



EMPLOYMENT TRIBUNALS

Claimant:

Mr P Marzejan

Respondents:

Brown Sugar Bakery Limited (in
voluntary liquidation) (1)
Mr G Dabliz (2)

v

Heard at:

Reading

On: 6, 7 and 8 December 2021

Before:

Employment Judge Hawksworth
Mr P English
Ms C Whitehouse

Appearances

For the claimant:

Mr L Werenski (counsel)

For the respondents:

The second respondent in person

JUDGMENT

1. The claimant's complaint against the first and second respondent that the second respondent saying 'push up' to the claimant¹ on 11 October 2019 amounted to harassment contrary to section 26 of the Equality Act 2010 fails and is dismissed.
2. The claimant's other complaints of harassment contrary to section 26 of the Equality Act 2010 succeed against the first and second respondents.
3. The claimant's complaint that his dismissal was direct discrimination contrary to section 13 of the Equality Act 2010 succeeds against the first and second respondents.
4. The respondents are ordered to pay the claimant the sum of £23,632.68² which comprises:
 - 4.1. Financial losses of £4,680 and interest of £405.17;
 - 4.2. Injury to feelings of £15,810 and interest of £2,737.51³.

¹ Issue 4c of the list of issues used at the hearing

² The figure given at the hearing for the total award to the claimant has been corrected under rule 69 to reflect an arithmetical error in the calculation of interest on injury to feelings.

³ This figure been corrected for the same reason.

Employment Judge Hawksworth

Date: 9 December 2021

Sent to the parties on: 8/1/2022

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.

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