



EMPLOYMENT TRIBUNALS

SITTING AT: LONDON CENTRAL

BEFORE: EMPLOYMENT JUDGE F SPENCER

MEMBERS: MR G BISHOP
MR A ADOLPHUS

CLAIMANT Mrs B Daly Collie

RESPONDENT Unite the Union

ON: 11-13 and 20 April 2022

Appearances:

For the Claimant: Mr H Wiltshire, counsel (i11-13 April)
Mr D Rice, solicitor (20 April 2022)

For the Respondent: Mr M Potter, counsel

This hearing was carried out on CVP (Cloud Video Platform). The parties did not object to it being conducted in this way.

JUDGMENT

The unanimous Judgment of the Tribunal is that:

- (i) The Claimant's claims that the Respondent discriminated against her contrary to sections 15 and 57 of the Equality Act 2010 by (i) a delay in providing the outcome of an investigation into a complaint made about her; and (ii) standing her down from union duties from 14th March to 1 June 2020 succeed.
- (ii) The remaining claims under section 15 fail and are dismissed.
- (iii) The Claimant's claim of victimisation is dismissed on withdrawal.
- (iv) The Claimant is awarded £9,000 for injury to her feelings in respect of the successful parts of her claim.

- (v) Interest is awarded at 8% from 14th February 2020 to 20th April 2022 amounting to £1,570.19.
- (vi) The Recoupment Regulations 1996 do not apply to this award.
- (vii) The Respondent is ordered to pay **£10,570.19** to the Claimant .

Employment Judge F Spencer
20th April 2022

JUDGMENT SENT TO THE PARTIES ON
20/04/2022.

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.

All judgments, and written reasons for the judgments, if requested, are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case