



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss L George
Respondent: Mr Mark Charnley

Heard at: Teesside Justice Centre **On:** 13, 14 and 15 September 2022

Before: Employment Judge Morris
Members: Mr M Gallagher
Ms L Jackson

Representation:

Claimant: In person
Respondent: In person

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. At all times material to the claimant's complaints, she was a disabled person as that term is defined in section 6 of the Equality Act 2010.
2. At all times material to the claimant's complaints, she was employed by Jolly Sailors Inn Limited of which the respondent was its agent. That company was dissolved on 22 September 2020 and the claimant's claims against it were dismissed in a Judgment of the Employment Tribunal dated 11 April 2022.
3. The claimant's complaint that, contrary to section 15 of the Equality Act 2010, the respondent discriminated against her by treating her unfavourably because of something arising in consequence of her disability is well-founded.
4. The claimant's complaint that, contrary to section 26 of the Equality Act 2010, the respondent harassed her is well-founded.
5. Arising from the above, the respondent is ordered to pay to the claimant compensation totalling £29,670.23. That award of compensation comprises the following elements:

- a. Compensation for financial loss during the period from the date of the claimant's dismissal to the date upon which she secured alternative employment: £9,880.24.
 - b. Interest on the above award under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996: £1,186.71.
 - c. Compensation for injury to feelings: £15,000.
 - d. Interest on the above award under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996: £3,603.29.
6. Contrary to section 13 of the Employment Rights Act 1996, the claimant's employer (the above named company) made unauthorised deductions from her pay totalling £150.15 but no award is made in that respect as that company has been dissolved.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 20 September 2022**

Notes

Reasons

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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