



EMPLOYMENT TRIBUNALS

Claimant: Miss C Leitch
Respondent: CIS Services Limited
Heard at: East London Hearing Centre (by CVP)
On: 6, 7 and 25 October 2022
Before: Employment Judge Porter
Members: Ms S Harwood
Dr J Ukemenam

Representation

Claimant: In person
Respondent: Mr Mahmood of counsel

This has been a remote hearing which has not been objected to by the parties. The tribunal panel, the parties and each of the witnesses attended by CVP. A face-to-face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant was dismissed.
2. The claim under s99 Employment Rights Act 1996 is well-founded.
3. The claim under s18 Equality Act 2010 is well-founded.
4. The respondent is ordered to pay to the claimant compensation for the discriminatory act under s18 Equality Act in the total sum of £14,884.90 comprising:

a. Financial loss	£	791. 86
-------------------	---	---------

b. Uplift of 25%	£	197.96
c. Interest	£	55.22
d. Injury to feelings	£.	10,000.00
e. Uplift of 25%	£	2,500.00
f. Interest	£	1,339.86

5. No order of compensation is made for the claim under s99 Employment Rights Act 1996.

6. The recoupment regulations do not apply.

Employment Judge Porter
Date: 25 October 2022