



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Joanne Groom

**Respondent:** 1. The Rising Sun (Wimborne) Limited  
2. Mr Steve Matthews

**Heard at:** Southampton Employment Tribunal  
**On:** 24,25,26 and 27 October 2022

**Before:** Employment Judge Rayner  
Mr N Knight  
Mrs S Collins

## Representation

**Claimant:** In person assisted by her father, Mr Groom

**Respondent:** In person

# JUDGMENT

## DECLARATION

1. Between April 2020 and June 2021, the Claimant was discriminated against by the second Respondent subjecting her to unlawful harassment related to sex contrary to section 26(1) and (2) and/or (3) of the Equality Act 2010.
2. The proven acts of unlawful harassment were part of a continuing course of conduct within the meaning of section 123(3)a of the Equality Act 2010, ending with the service of an eviction notice on the Claimant by the second Respondent on 19 June 2021.
3. The Claimant was wrongfully dismissed on 19 June 2021 by the second Respondent
4. The first and the second respondent are jointly and severally liable for the

acts of unlawful discrimination by unlawful harassment , and for payment of the compensation awarded to the claimant.

**REMEDY**

1. The first and/ or second Respondent will pay the Claimant the following sums:
  - 1.1. 1 weeks' notice pay of £502.00 gross
  - 1.2. 9 weeks' pay as compensation for loss of earnings of £4518.00 gross.
  - 1.3. £15,000.00 for injury to feelings.
2. **The total sum now payable to the claimant by first and/or second respondent is £20010.00.**
3. No order is made in respect of costs.

Employment Judge Rayner  
Date: 27 October 2022

Judgment sent to the parties: 03 November 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.