



EMPLOYMENT TRIBUNALS

Claimant: Ms J Rycroft

Respondent: Sue Ryder

Heard at: Manchester Employment
Tribunal

On: 17 to 21 October 2022

Before: Employment Judge Cookson sitting with Mr B Rowen and Mr W Partington

REPRESENTATION:

Claimant: Mr B Henry (Counsel)

Respondent: Mr D Jones (Counsel)

JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. The claim for unlawful deduction from wages and breach of contract is dismissed on withdrawal.
2. The claim for direct discrimination on grounds of race under s13 of the Equality Act ("EqA") is not upheld and is dismissed.
3. The claims for harassment contrary to s26 of the EqA is not upheld and is dismissed.
4. The claim for victimisation contrary to s27 EqA arising from
 - a. The deletion of the claimant's IT account with the respondent and the withdrawal of her email access; and
 - b. The removal of the claimant from the respondent's duty roster without her knowledge or consent is upheld.
5. The remaining claims for victimisation are not upheld and are dismissed.

6. The claimant has not pursued any claim for loss of earnings. She is awarded the total sum of £5,884.38 for injury to feelings calculated as follows:
- a. £5,000 for injury to feelings
 - b. £884.38 interest calculated at 8% over 807 days.

Employment Judge Cookson
Date: 21 October 2022

JUDGMENT SENT TO THE PARTIES ON
2 November 2022

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2416092/2020**

Name of case: **Ms J Rycroft** v **Sue Ryder**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 4 November 2022

the calculation day in this case is: 5 November 2022

the stipulated rate of interest is: **8% per annum**.

Mr S Artingstall
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.