



EMPLOYMENT TRIBUNALS

Claimant: Ms M Khasaia

Respondent: Mr J O'Dea t/a St Clements Dental Care

Heard via CVP (London Central) On: 7, 8, 9, 10, 11 November 2022

Before: Employment Judge Davidson
Ms M Pilfold
Mr T Cook

Representation

Claimant: Mr A Gannon, husband

Respondent: in person

JUDGMENT

The claimant's claims of unfair dismissal, direct disability discrimination, direct sex discrimination, discrimination arising from disability, breach of contract and unlawful deductions from wages succeed.

Her claim for failure to make reasonable adjustments fails.

The respondent is ordered to pay the claimant the following sums:

| | |
|--------------------------------------|-------------------|
| Unfair dismissal compensatory award | £14,970.00 |
| Loss of earnings from discrimination | £ 6,697.20 |
| Injury to feelings | £15,000.00 |
| Loss of statutory rights | £ 500.00 |
| Unpaid statutory sick pay | £ 418.60 |
| Notice pay | £ 515.16 |
| Pension | £ 321.84 |
| TOTAL | £38,191,18 |

Employment Judge Davidson
Date 11 November 2022

JUDGMENT SENT TO THE PARTIES ON

11/11/2022

FOR EMPLOYMENT TRIBUNALS

Notes

Written reasons will not be provided unless 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.

CVP hearing

This has been a remote which has been consented to by the parties. The form of remote hearing was Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing