



EMPLOYMENT TRIBUNALS

Claimant: Ms. Katy Sheldrake

Respondent: Ambleside Bistro and Garden Centre Ltd

Heard at: Birmingham Employment Tribunal (via CVP) **On:** 28th March 2022

Before: Employment Judge Flanagan (Sitting Alone)

Representation

Claimant: In Person

Respondent: No Attendance

JUDGMENT

1. The Respondent sexually and racially harassed the Claimant.
2. The Respondent is ordered to pay the Claimant the sum of £12,500 in respect of her injury to feelings.
5. The Respondent is ordered to pay an additional £2,500 to the Claimant. This is an uplift of 20% of the compensation for injury to feelings for the Respondent's unreasonable failure to comply with the ACAS Code of Practice on the Disciplinary and Grievance Procedures, in accordance with section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.
6. The Respondent is ordered to pay £2,066.76, which is an award of 4 weeks' pay in accordance with section 38 of the Employment Act 2002.

Employment Judge **Flanagan**

Date 28th March 2023

