



EMPLOYMENT TRIBUNALS

Claimant: Miss R Tyrell

Respondent: Coastal Inns & Taverns Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton

On: 17 to 20 July 2023

Before: Employment Judge Gray
AND Members Ms R Goddard and Mr N Knight

Appearances

For the Claimant: In person
For the Respondent: Mr Hurley (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal as to liability is that:

- The complaint of indirect sex discrimination is dismissed on withdrawal.
- The complaints of harassment in respect of allegations 1.4.1, 1.4.2, 1.4.3, 1.4.4, 1.4.6, 1.4.7, 1.4.8, 1.4.9, 1.4.10, 1.4.11 and 1.4.12 succeed (it being found to be just and equitable to extend time for these complaints).
- The complaints of harassment in respect of allegations 1.4.5, 1.4.13, 1.4.14, 1.4.15 and 1.4.16, fail and are dismissed.
- The complaint of direct race discrimination fails and is dismissed.
- The complaint of victimisation fails and is dismissed.
- The complaint of wrongful dismissal succeeds, and the Claimant is due one week of notice pay.

The unanimous judgment of the Tribunal as to remedy is that:

- By consent the Tribunal orders the Respondent to pay the Claimant the sum of £110.40 gross in respect of notice pay.
- For the proven allegations of harassment, the Claimant is awarded, and the Respondent is ordered to pay, the sum of £17,215.89 made up as follows:
 - injury to feelings of £15,000 together with interest at 8% being £2,215.89 ($674 / 365 \times 8\%$ of £15,000 = £2,215.89)

Employment Judge Gray
Dated 20 July 2023

Judgment sent to Parties on 03 August 2023

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.