



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Draus

Respondent: First Call Contract Services Limited

Heard at: London South (in person) **On:** 4, 5, 6, 7 September 2023

Before: Employment Judge B Smith (sitting with members)
Ms Foster-Norman
Mr Hutchings

Representation

Claimant: Ms Hampshire (Counsel)

Respondent: Not represented

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The claim for unfair dismissal is well-founded and is upheld.
2. The claim for indirect sex discrimination is well-founded and is upheld. The respondent contravened section 19 of the Equality Act 2010.
3. The claim for discrimination arising from disability is well-founded and is upheld. The respondent contravened section 15 Equality Act 2010. The claimant's dismissal was discrimination arising from disability.
4. The respondent must pay to the claimant compensation of £72,948.30. This figure includes interest and grossing up. It is calculated as follows:
 - a. Net past losses plus interest - £18,647.64;
 - b. Future losses - £11,288.16;
 - c. Injury to feelings plus interest - £36,535.89;
 - d. Total - £66,471.69;
 - e. Total after grossing up - £72,948.30.
5. The respondent must pay an additional compensatory sum of £250 to the claimant for loss of statutory rights.

Employment Judge Barry Smith
8 September 2023

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.