



EMPLOYMENT TRIBUNALS

Claimant: Debbie Jacka

Respondents: Steren Surveyors Limited (1), Emma Rowson (now Ellicock) (2), Jason Ratcliffe (3), Peter Ellicock (4)

Heard at: Exeter **On:** 25, 26, 27, 28, and 29 September 2023

Before: Employment Judge Volkmer
Tribunal Member Ms Clarke
Tribunal Member Mr Launder

Representation

Claimant: in person
Respondent: Mr Sayers (Solicitor)

JUDGMENT

1. The complaint of direct sex discrimination is not well-founded and is dismissed.
2. The following complaints of harassment related sex are well-founded and succeed:
 - a. allegations 2.2.2, 2.2.4, 2.2.5, and 2.2.8 are upheld against the First and Fourth Respondents.
 - b. allegations 2.2.13 and 2.2.25 are upheld against the First, Third and Fourth Respondents.
3. The remaining complaints of harassment related to sex are not well-founded and are dismissed.
4. Allegation 4.2.5 of victimisation is well-founded and succeeds against the First and Fourth Respondents. It is dismissed in relation to the First and Second Respondents.
5. Allegation 4.2.6 of victimisation is not well-founded and is dismissed.
6. The complaint of unauthorised deductions from wages is well-founded. The First Respondent made an unauthorised deduction from the Claimant's wages in the period 1 November to 31 December 2021.

7. The complaint of breach of contract claim is upheld in relation to private medical insurance for the period 21 November to 31 December 2021.
8. When the proceedings were begun the First Respondent was in breach of its duty to provide the Claimant with a written statement of employment.
9. Remedy will be determined at a separate hearing.

Employment Judge Volkmer

2 October 2023

JUDGMENT SENT TO THE PARTIES ON
23 October 2023 By Mr J McCormick

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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.