



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Saunders

Respondent: Tate Rowlands Limited (in voluntary liquidation)

Heard at: ET Cardiff by video

On: 24 November 2023

Before: Employment Judge N Webb

Representation

For the Claimant: Representing herself

For the Respondent: No appearance

JUDGMENT

1. The respondent was aware of the hearing following a notice sent on 30 August 2023. It was in the interests of justice to continue with the hearing in the absence of the respondent as they had not provided a response to the claim or made an application to participate in the proceedings following a rule 21 notice issued on 18 May 2023.
2. The claimant was not treated less favourably on the basis of her part time worker status.
3. The claimant was not discriminated against because of matters arising from her disability.
4. The claimant was unfairly dismissed.
5. The claimant was harassed because of her age.
6. The claimant was directly discriminated against because of her age.
7. At the date of dismissal the claimant was being paid £307.69 gross, £237.17 net. She was paid an ex-gratia payment by the respondent of £1027.75 following her dismissal.
8. I make the following awards:

Basic Award

- 3 weeks @ £307.69 = **£923.07**

Compensatory award

- Past losses = 56 Weeks @ £237.17 = £13305.24
- Future Losses to 10/07/2024 = 32 weeks @ £237.17 = £7755.46
- Award before adjustments £13305.24 + £1155.46 - £1027.75 = £20032.95
- Uplift for failure to follow ACAS (25%) = £5008.24
- Interest 211 days @ 8% = £708.06
- Total Compensatory Award = **£25749.25**

Injury to Feelings

- Damages = £7500
- Interest 421 days @ 8% = 692.05
- Total = **£8192.05**

9. The respondent is ordered to pay the claimant **£34864.37**.

Employment Judge N Webb

Date: 24 November 2023

JUDGMENT SENT TO THE PARTIES ON 27 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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 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.