



EMPLOYMENT TRIBUNALS

Claimant: Ms O Stenstrom

Respondent: Mr. C Jones (R1)
Ms. M Pinkert (R2)
R1 & R2 trading in partnership as Haus Partnership, which in turn trades as Haus Coffee.

HELD AT/BY: Wrexham by CVP **on:** 22 – 23 November 2023

BEFORE: Employment Judge T. Vincent Ryan
Ms L Bishop
Ms B Currie

REPRESENTATION:

Claimant: A litigant in person

Respondent: Mr N Henry, Litigation Consultant

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The following claims are well-founded and succeed:

1.1. Harassment in relation to the protected characteristic of sexual orientation.

1.2. Victimisation.

1.3. The Respondents failed to provide written employment particulars to the Claimant.

2. The following claims are not well-founded, fail, and are dismissed:

2.1. Wrongful Dismissal (dismissal in breach of contract in relation to notice of termination).

2.2. Direct Discrimination in relation to the protected characteristic of sexual orientation.

- 2.3. That the respondents unreasonably failed to comply with the applicable ACAS Code.
3. The following claims are dismissed upon withdrawal, upon settlement between the parties:
- 3.1. Unauthorised deduction from wages.
- 3.2. Failure to pay holiday pay.
4. REMEDY: By CONSENT, the hearing is adjourned to allow the parties to implement the agreed terms of settlement. Either party may apply to restore the case for further hearing, (a Remedy Hearing only), in default. If no such application is received by **4 p.m. on Friday 5th January 2024** the application and claim for a remedy (pursuant to the liability judgment above) shall be dismissed on deemed withdrawal.

Employment Judge T.V. Ryan

Date: 23 November 2023

JUDGMENT SENT TO THE PARTIES ON 24 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (but no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.