



EMPLOYMENT TRIBUNALS

Claimant: Miss Gemma Hughes
Respondent: Paragon Brands Limited
Heard at: Manchester Employment Tribunal
On: 15 – 24 May 2023 (8 days)
Before: Employment Judge G Tobin
Members: Ms C Nield
Ms H Sheard

Representation

Claimant: Mr N Panton (friend)
Respondent: Mr R Jones (counsel)

JUDGMENT

1. The respondent conceded that it did not pay the claimant some of her wages, in breach of s13 Employment Rights Act 1996. Consequently, the claimant was owed £1,384.62 gross.

The unanimous Judgment of the Employment Tribunal was that: -

2. The claimant succeeded against the respondent in 3 of her 5 allegations of direct discrimination on the grounds of her sex in breach of s13 Equality Act 2010 [points 13(a) to 13(c) of the list of issues of Employment Judge Aspinall dated 12 April 2022]. The claimant's claim in respect of her dismissal was made outside the statutory time limit and the Tribunal determines that it was just and equitable to extend time, pursuant s123(1)(b) Equality Act 2010.
3. The claimant succeeded against the respondent in 1 of her 15 claims of harassment on the grounds of her sex in breach of s26 Equality Act 2010 [point 7(g) of Judge Aspinall's list of issues].
4. The claimant withdrew 2 complaints of victimisation (against a third party) [points 14 and 15 of the list of issues]. The claimant succeeds in her complaint

against the respondent that her dismissal was also an act of victimisation, in breach of s27 Equality Act 2010.

5. The Tribunal was informed that remedy had been agreed between the parties and was subject to an ACAS conciliation agreement.
6. Proceedings are now concluded.

Employment Judge Tobin
Date 5 December 2023

JUDGMENT SENT TO THE PARTIES ON
21 December 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.

Public access to Employment Tribunal decisions

All judgments and written 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.