



# EMPLOYMENT TRIBUNALS

**Heard at:** London South **On:** 11 and 12 December 2023

**Claimant:** Ms M Dettori

**Respondent:** KBox Global Limited

**Before:** Employment Judge Ramsden

**With members** Mr S Townsend

Mr C Wilby

**Representation:**

**Claimant** Mr Pettifer, Solicitor

**Respondent** Non-attending

## JUDGMENT

It is the unanimous Judgment of the Tribunal that:

1. The Claimant's application to strike-out the Respondent's Response is granted;
2. Pursuant to Rule 21(2), the Tribunal finds that a determination can be made on the available material, and finds the Claimant's claims of:
  - a) Automatic unfair dismissal under section 103A of the Employment Rights Act 1996 (the **1996 Act**);
  - b) Detriment on the ground of protected disclosure under section 47B of the 1996 Act;
  - c) Harassment related to nationality under section 26 of the Equality Act 2010 (the **2010 Act**);
  - d) Direct discrimination because of nationality under section 13 of the 2010 Act; and
  - e) Victimisation under section 27 of the 2010 Act,are well-founded; and

3. The Claimant is awarded damages in the sum of **£74,540.34**, comprising:
- a) £43,076.66 for unfair dismissal, in turn comprising a compensatory award of £41,583.87 and compensation for pension loss of £1,492.79;
  - b) £18,250 by way of injury to feelings;
  - c) £6,819.61 interest; and
  - d) £6,394.07 by way of gross-up.

**Employment Judge Ramsden**

**Date 12 December 2023**

**JUDGMENT SENT TO THE PARTIES ON**

**Date 22 December 2023**

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