



EMPLOYMENT TRIBUNALS

Claimant: BR

Respondent: AD (deceased)

Heard at: London South via CVP On: 20-24 November 2023
and in person

Before: Employment Judge Krepski
Tribunal Member Oates-Hinds
Tribunal Member Rogers

Representation:

Claimant: Ms Munro-Kerr – Counsel

Respondent: Ms Suding – Counsel

JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed.
2. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
3. The complaint of unauthorised deductions from wages (in respect of unpaid wages, rather than any unreimbursed expenses) is well-founded. The Claimant is responsible for the payment of any tax or National Insurance.

4. The complaint of breach of contract in relation to notice pay is well-founded and the Claimant is awarded one week's wages.
5. The Respondent was in breach of his duty to provide the Claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to two weeks' gross pay.
6. The complaint of harassment related to sex is well-founded and succeeds.
7. The complaint of direct sex discrimination is not well-founded and is dismissed.
8. The complaint of victimisation is well-founded and succeeds.
9. The Respondent shall pay the Claimant the following sums:

Unauthorised deductions from wages	£4,675.07
Wrongful dismissal (notice pay)	£415.38
Failure to provide written particulars of employment	£830.76
Compensation for injury to feelings	£18,000.00
Interest on compensation for injury to feelings	£5,065.64
TOTAL:	£28,986.85

1st December 2023
Employment Judge Krepski