



EMPLOYMENT TRIBUNALS

Claimant: Ms Gemma Robson

Respondent: Tavistock Hospitality Limited

HELD at Newcastle CFCTC

ON: 26 and 27 February 2024

BEFORE: Employment Judge Johnson

Members: Ms P Wright
Ms L Jackson

REPRESENTATION:

Claimant: In person

Respondent: Mr T Muirhead (Consultant)

JUDGMENT

1. The claimant's complaint of unlawful disability discrimination (direct discrimination contrary to section 13 of the Equality Act 2010) is not well-founded and is dismissed.
2. The claimant's complaint of unlawful disability discrimination (harassment related to disability contrary to section 26 of the Equality Act 2010) is not well-founded and is dismissed.
3. The claimant's complaint of breach of contract (failure to pay notice pay) is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of £1776, being wages in lieu of notice. That is a net amount and the respondent shall be responsible for the payment of any income tax and national insurance contributions thereon.
4. The claimant's complaint of unauthorised deduction from wages (failure to pay accrued holiday pay) is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of £648 in respect of accrued holiday pay. That is a gross amount and the claimant shall be responsible for the payment of any income tax and national insurance contributions thereon.

5. The claimant's complaint of unauthorised deduction from wages in respect of unpaid wages is well-founded and succeeds. The respondent is ordered to pay to the claimant the sum of £44.64 in respect of unpaid wages. That is a gross amount and the claimant shall be responsible for the payment of any income tax and national insurance contributions thereon.
6. The total sum ordered to be paid to the claimant by the respondent is £2468.64.

G Johnson

Employment Judge Johnson

Date: 4 March 2024

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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.

Recording and Transcription

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>