



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Ms J Mahmood**

**v**

**Blue Rose Care Limited**

**Heard at:** Reading Tribunal      **On:** 8 February 2024

**Before:** Employment Judge Cowen  
Ms C Whitehouse  
Ms A Brown

## **Appearances**

**For the Claimant:** Ms Mahmood (in person)

**For the Respondent:** Mr Jones (counsel)

# JUDGMENT

For the reasons given in the oral judgment at the hearing;

1. The Respondent must pay the Claimant a total sum of £23,030.31, comprising of;
  - a. In respect of her unfair dismissal claim; £15,164.30
  - b. In respect of the failure to provide written terms and conditions £1,027
  - c. In respect of s.18 Equality Act 2010 discrimination, £6,000
  - d. Interest on the discrimination award £839.01

---

Employment Judge Cowen

Date: 8 May 2024

JUDGMENT SENT TO THE PARTIES ON  
8 May 2024

FOR THE TRIBUNAL OFFICE

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision

**Public access to employment tribunal decisions**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

