



EMPLOYMENT TRIBUNALS

Claimant: Mr G Gallardo

Respondent: United Brands Limited

Heard at: London South Employment Tribunal (remotely via CVP)

On: 27, 28, 29th and 30th August 2024

Before: Employment Judge Lang sitting with Tribunal Member Dixon and Tribunal Member Mardner

Representation

Claimant: Mr Gallardo in person

Respondent: Ms Barlay consultant

JUDGMENT

1. The Claimant's claim for direct discrimination pursuant to s.13 Equality Act 2010 is not well founded and is dismissed.
2. The Claimant's claim for harassment pursuant to s.26 Equality Act 2010 is well founded and the tribunal considered it just and equitable to extend time.
3. By consent the Tribunal was also able to deal with the remedy stage of the hearing. The tribunal awards the claimant the total sum of £5,228.49 as a remedy for the harassment claim comprising of the following:
 - a. £5,000 for injury to feelings that being an award within Vento band 1.
 - b. £228.49 in interest on the sum of £5,000 from the date the harassment took place to the date of the hearing, that being 834 days at a rate of 2%.

Those sums are to be paid within 14 days.

Employment Judge Lang

Date 31 August 2024

Notes

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

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

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

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