



EMPLOYMENT TRIBUNALS

Claimant: Mr C O Perez Vargas
Respondent: The Wild Pot Limited
Heard at: Reading **On: 3, 4 and 5 March 2025**
Before: Employment Judge Gumbiti-Zimuto
Members: Mrs E Gibson and Mrs F Tankard

Appearances

For the Claimant: In person
For the Respondent: Mr F Rockcliff

JUDGMENT

1. The claimant was dismissed.
2. The claimant was unfairly dismissed.
3. The claimant's complaints of direct race and sexual orientation discrimination are not well founded and are dismissed.
4. The claimant's complaints of harassment related to race and harassment related to sexual orientation are well founded and succeed.
5. The respondent is ordered to pay to the claimant the sum of **£20,444.24** comprising of

Unfair dismissal

Basic award:	£1142
Compensatory award: Loss of statutory rights	£500
Loss of earnings post notice period of 4 weeks	£2073.28
<u>Breach of contract</u>	
6 Weeks notice pay	£3109.92
<u>Holiday pay</u>	
Accrued holiday not taken	£663.32
<u>Unpaid wages</u>	
March 2020	£303.04
1-7 August 2022	£518.32
<u>Equality Act 2010</u>	
Injury to feelings	£11000
Interest on injury to feelings	£1134.36
Total award:	£20,444.24

Approved by:
Employment Judge Gumbiti-Zimuto

Date: 6 March 2025

Sent to the parties on: 15 March 2025

For the Tribunals Office

Note

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:

All 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/>