



EMPLOYMENT TRIBUNALS

Claimant

A

Respondents

- (1) West Berkshire Brewery
PLC (in administration)
- (2) B

Held at: Reading by CVP in private

On: 10-13 March 2025

**Before: Employment Judge Isabel Manley
Mrs J Buck
Mr B Lynch**

Claimant: Ms Ferrario, counsel
First Respondent: No attendance
Second Respondent: In person

JUDGMENT

- 1 There were fundamental breaches of the claimant's employment contract which led to her resignation and that amounted to a dismissal and was an unfair dismissal for which the first respondent is liable.
- 2 The second respondent engaged in unwanted conduct of a sexual nature and unwanted conduct which amounted to harassment which was a breach of Section 26 Equality Act 2010.
- 3 In the alternative, the second respondent's conduct amounted to direct sex discrimination and was a breach of Section 13 Equality Act 2010.
- 4 The tribunal heard no evidence about the victimisation claim under Section 27 Equality Act 2010 and that claim is dismissed.
- 5 The claim for holiday pay is dismissed on withdrawal.
- 6 The anonymity order remains in place.
- 7 The claimant is awarded the following sums, to which the recoupment regulations do not apply, and for which the first respondent is liable:-

(1) Basic Award

1.5 x £152.06 **£228.09**

(2) Compensatory award

£307.50 x 9.5 weeks £2921.25
Minus SSP £248.33

Plus loss of statutory rights £2672.87
£300

Total compensatory award £2972.87

8 The claimant is awarded the following sums for which the second respondent is liable:-

(1) Injury to feelings

(lower end of middle Vento band) **£10,000**

(2) Interest

From date of act of discrimination
26 June 2021 to remedy hearing 13 March 2025

Daily rate of £2.19 x 1356 days **£2969.64**

Approved by

Employment Judge Isabel Manley

Dated 14 March 2025

**JUDGMENT SENT TO THE PARTIES
ON 27 March 2025**

.....
AND ENTERED IN THE REGISTER

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FOR SECRETARY OF THE TRIBUNAL

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.