



EMPLOYMENT TRIBUNALS

Claimant: Ms Dubrovina

Respondent: Berkeley Energy Services Limited

Heard at: London Central (in public; by CVP)

On: 25th 26th,
27th & 28th March 2025

Before: Employment Judge Anderson (sitting alone)

Representatives

For the claimant: Ms Thakor-Rankin (Consultant)

For the respondent: Mr Williams (Consultant)

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded. The Claimant was unfairly dismissed.
2. The Respondent is ordered to pay the Claimant a basic award of **£1607.50**
3. No compensatory award is payable. The recoupment regulations do not apply.
4. The Claimant's claim of direct race discrimination is not well founded and is dismissed.
5. The Claimant's claims of harassment related to sex are not well-founded and are dismissed.
6. The Claimant's claim of direct sex discrimination regarding the 'husband' comment is out of time and is dismissed because the Tribunal lacks jurisdiction to consider the claim.

7. The Claimant's remaining claims of direct sex discrimination are not well founded and are dismissed.
8. The Claimant's claims of victimisation are not well founded and are dismissed.
9. The Claimant's claim of wrongful dismissal is not well founded and is dismissed.
10. The Claimant's claims of unpaid holiday pay is not well founded and is dismissed.

Employment Judge Anderson

28th March 2025

JUDGMENT SENT TO THE PARTIES ON

10 April 2025

FOR THE TRIBUNAL OFFICE