



EMPLOYMENT TRIBUNALS

Claimant: Anthea Constantinou

Respondent: Wealden Leisure Limited t/a Freedom Leisure

Heard at: Reading Employment Tribunal

On: 2 and 3 February 2026

Before: Employment Judge Annand

Representation

Claimant: In person

Respondent: Ms Cho (Counsel)

JUDGMENT

1. The response to the complaints of harassment is not struck out under Employment Tribunal Rule 38(1)(c) because the respondent has not complied with a Tribunal order and is not struck out under Rule 38(1)(a) because it has no reasonable prospect of success.
2. The complaint of harassment related to age is well-founded and succeeds.
3. The complaint of harassment related to race is not well-founded and is dismissed.
4. The claim of harassment related to age was not presented within the applicable time limit, but it is just and equitable to extend the time limit.

Remedy

5. The respondent shall pay the claimant the following sums:

a) Compensation for injury to feelings: **£2,000**

b) Interest on compensation for injury to feelings **£340.16**
calculated in accordance with the Employment

Case No: 3300531/2025

Tribunals (Interest on Awards in Discrimination
Cases) Regulations 1996:

Approved by
Employment Judge Annand
3 February 2026

JUDGMENT SENT TO THE PARTIES ON

30 March 2026

FOR THE TRIBUNAL OFFICE

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/>