



EMPLOYMENT TRIBUNALS

Claimant: Marieanne Ashley

Respondent: The Curfew Bath Limited

Heard at: Bristol (remotely via CVP) **On:** 14 September 2026

Before: Employment Judge Gray-Jones

Representation

Claimant: In person

Respondent: Michael Dempsey, Director (did not remain in hearing)

JUDGMENT

1. The Response is struck out under Rule 38(1)(b), (c) and (d) of the Employment Tribunal Procedure Rules 2024 as the Respondent has failed to comply with any of the case management orders made in the case and has confirmed that it does not intend to contest the claim or participate in the proceedings.
2. The claim for holiday pay is well-founded and the Respondent is ordered to pay the Claimant the sum of **£806.56** net.
3. The claim for unauthorised deductions from wages is well-founded and the Respondent is ordered to pay the Claimant the sum of **£504.10**.
4. The claim for sexual harassment, including discriminatory constructive dismissal, under s.26 Equality Act 2010, is well-founded and the Respondent is ordered to pay the Claimant the following sums:
 - 1) An award for financial loss of **£40,825.10** (comprising loss of wages in the sum of **£25741.10**, pension loss in the sum of **£2485**, loss of accommodation in the sum of **£12,000**; and expenses in the sum of **£599**).
 - 2) An award for injury to feelings of **£40,000**.
 - 3) Interest on the award for financial loss under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 at the rate of 8% per annum from 11 January 2026 – 14 September 2026 (247 days) at a daily rate of £8.95.

Total award of interest: **£2210.65.**

- 4) Interest on the award for injury to feelings under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 at the rate of 8% per annum from 19 November 2024 – 14 September 2026 (665 days) at a daily rate of £8.77. Total award of interest: **£5829.11.**
- 5) The total award for the claim for sexual harassment is therefore **£88,864.86.**
5. An award of 4 weeks' gross pay (£634.61) under s.38 Employment Act 2002 (failure to give statement of particulars of employment): **£2538.44.**
6. The total award is therefore **£92,713.96.**

Approved by Employment Judge D Gray-Jones
Date 17 September 2026

JUDGMENT SENT TO THE PARTIES ON
13 October 2026

FOR THE TRIBUNAL OFFICE