



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

MRS STEPHANIE ROBERTS

AND

Respondent

CJT CATERING LTD

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: CARDIFF ON: 20TH FEBRUARY 2017

EMPLOYMENT JUDGE MR P CADNEY

MEMBERS:

MR G HOWELLS

MRS J KIELY

APPEARANCES:-

FOR THE CLAIMANT:- MR P ROBERTS (HUSBAND)

FOR THE RESPONDENT:- NO APPEARANCE

JUDGMENT

The unanimous judgment of the tribunal is that the claimants claims of:-

1. Constructive Unfair Dismissal
2. Race Discrimination (Harassment contrary to s 26 Equality Act 2010)
3. Sex Discrimination (Harassment contrary to s26 Equality Act 2010)
4. Wrongful Dismissal

Are well founded.

Remedy

Unfair Dismissal

1. Basic Award - £7227.50 (No further award is made under this head. All further compensation is awarded in respect of the discrimination claims.)

Wrongful Dismissal

2. Notice Pay - £3540.

Sex/Race Discrimination

3. Loss of earnings to date of dismissal - £4692.80
4. Post Dismissal Loss of earnings - £15,340.00
5. Injury to feelings - £10,000. (All the awards under this head are made jointly taking into account the overall effect of the acts of discrimination)

Total Award

6. £40,800.30

Reasons

1. The claimant attended to day for the final hearing of her claims. The respondent had sent copies of witness statements and a bundle but did not attend the hearing. An email sent by its former representative indicated that his instructions had been withdrawn and that the respondent intends to place itself in to liquidation. There was no application for an adjournment of the hearing.

2. The tribunal heard the unchallenged evidence of the claimant which it accepted and from which it found the claims set out above proven and made the awards set out above.

**Judgment entered into Register
And copies sent to the parties on**

22 February 2017

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for Secretary of the Tribunals

EMPLOYMENT JUDGE CADNEY

Dated: 21 February 2017