



# EMPLOYMENT TRIBUNALS

**Claimant:**

Miss C Crowley

v

**Respondent:**

Square One Pub Company Ltd

**Heard at:**

Reading

**On:** 8 and 9 June 2017

**Before:**

Employment Judge George

Members: Mrs J Wood and Mr B Walter

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr C Bramley (former director)

## JUDGMENT

1. The respondent discriminated against the claimant on grounds of her sex by failing to appoint her to the position of manager of the Hoeford Inn, Fareham.
2. The respondent is to pay to the claimant the sum of £6,261.20 as compensation for direct sex discrimination calculated as follows:

Compensation for injury to feelings	£5,000.00	
Interest on £5,000 @ 8% per annum from 01.01.2016 to 09.06.2017	£575.34	
Total award for compensation for injury to feelings	£5,575.34	£5,575.34
Financial compensation for loss of earnings 2 weeks @ £342.93		<u>£685.86</u>
<b>Total Award for direct sex discrimination</b>		<b><u>£6,261.20</u></b>

3. The effective date of termination of the claimant's employment was, by reason of section 97(1)(a) of the Employment Rights Act 1996, 10 March 2016.
4. The respondent has breached the claimant's contract of employment by failing to pay her notice pay. The respondent shall pay to the claimant **£1,469.70 in respect of unpaid notice pay.**

5. The respondent shall pay to the claimant the sum of **£995.97 in lieu of annual leave accrued but not taken at the date of termination** of her contract of employment.
6. The respondent has made unauthorised deductions from the claimant's wages by failing to pay her the sums properly due to her for the period 28 July 2015 to 8 February 2016. The respondent shall pay to the claimant the sum of **£555.32 in respect of this underpayment of wages.**

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Employment Judge George

Date: 21 June 2017.....

Sent to the parties on: 25 July 2017..

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For the Tribunal Office

**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.