



Case Number: 2204607/2018

LJ

# EMPLOYMENT TRIBUNALS

## *Claimant Respondent*

Ms N Tumenaite

v (1) PC Soho Centre Administration Ltd  
(in liquidation) & (2) DH Soho Ltd

Heard at: London Central

On: 13 November 2018

Before: Employment Judge Palca  
Mr M Simon  
Mr D L Eggmore

## Representation

For the Claimant: In person

For the Respondent: Ms P Hall, Consultant

## JUDGMENT

- 1 The First Respondent made unlawful deductions from the Claimant's wages. It is ordered to pay the Claimant £641.24.
- 2 The Claimant's claim that she was directly discriminated against because of her religion or belief fails.
- 3 The Claimant's claim that she was indirectly discriminated against by the Second Respondent on the basis of her religion or belief, is presented in time and succeeds.
- 4 The Second Respondent is ordered to pay the Claimant compensation for injury to feelings of £2,000 forthwith.
- 5 The Tribunal declares that the Claimant was unlawfully indirectly discriminated against by the Second Respondent in relation to her philosophical beliefs.

- 6 The Tribunal recommends that proportionately discounted vegetarian meals are available to vegetarian staff at Dirty Harry's. This is generally good practice to motivate employees and maintain their loyalty.

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Employment Judge Palca

Date 26 November 2018

JUDGMENT SENT TO THE PARTIES ON

27 November 2018

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