



EMPLOYMENT TRIBUNALS

Claimant: Miss R Patman

Respondent: K O Bloodline Limited

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The claim was issued in the London East Employment Tribunals on 29th April 2024. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim, in accordance with rule 21 of the Rules of Procedure.
2. The complaint of automatically unfair dismissal for making protected disclosure is well founded and succeeds.
3. The complaint of harassment related to race is well-founded and succeeds.
4. The complaint of harassment related to religion is well-founded and succeeds.
5. The complaint of harassment related to age is well-founded and succeeds.
6. The complaint of victimisation is well-founded and succeeds.
7. The complaint of breach of contract in relation to notice pay is well-founded.
8. The claim succeeds and the remedy to which the claimant is entitled will be determined at a Remedy Hearing on **12th February 2025**.

Employment Judge Howden-Evans
21st October 2024