



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss L George

**First Respondent:** Mr Mark Charnley

**Second Respondent:** Jolly Sailors Inn Limited (dissolved)

**HELD AT:** Middlesbrough

**ON:** 28 and 29 March  
2022

**BEFORE:** Employment Judge Aspden  
Mr J Adams  
Ms B Kirby

## REPRESENTATION:

**Claimant:** In person

**First Respondent:** No attendance

**Second Respondent:** No attendance

## JUDGMENT

The unanimous judgment of the Tribunal is:

1. The First Respondent harassed the claimant, in contravention of the Equality Act 2010.
2. The First Respondent discriminated against the claimant, in contravention of the Equality Act 2010, by dismissing her.
3. The First Respondent is ordered to pay to the Claimant compensation of **£25,997.39**, made up as follows:
  - a. compensation for financial loss (ie loss to date of £9,547.31 plus future loss of £1,047.03): £10,594.34;
  - b. compensation for injury to feelings: £12,000;

- c. Interest of £3,403.05, awarded under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996, calculated as follows:
  - i. Interest on injury to feelings award, calculated from 16 September 2019 to calculation date (29 March 2022) at 8% per annum: £2,435.38.
  - ii. Interest on compensation for financial loss to date, calculated from the mid point between 16 September 2019 and the calculation date (29 March 2022) to the calculation date at 8% per annum: £967.67.
4. The Claimant's claims against the Second Respondent are dismissed as the company has been dissolved.

Employment Judge Aspden

Date 11 April 2022

Note

Reasons for the decision 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.