



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Bedford

**Respondents:** (1) Black Mouse Cheese and Wine Emporium Ltd (in  
creditors voluntary liquidation)  
(2) Mr A Wheeler

**Heard at:** Leeds

**On:** 18 August 2021

**Before:** Employment Judge Maidment

**Member:** Ms S Scott

## Representation

**Claimant:** In person

**Respondents:** (1) Did not attend  
(2) Did not attend

# JUDGMENT

1. The claimant was unfairly dismissed pursuant to sections 103A and section 98(4) of the Employment Rights Act 1996. As compensation for unfair dismissal the first respondent is ordered to pay to the claimant a compensatory award in the sum of £13,460.40.
2. The claimant's complaint of victimisation fails and is dismissed.
3. The claimant's complaints of unauthorised deductions from wages succeed and the first respondent is ordered to pay to her the gross sum of £3,600.18.
4. The claimant's complaint for unpaid holiday pay succeeds and the first respondent is ordered to pay to her the gross sum of £3,310.27.
5. The claimant's complaints of breach of the Working Time Regulations 1998 in respect of daily rest and rest breaks fail and are dismissed.
6. The claimant's complaints of sexual and age related harassment succeed and the first and second respondent are ordered to pay to the claimant compensation for injury to feelings in the sum of £8,000 together with the

additional sum of £775.38 representing interest thereon.

7. The first respondent is ordered to pay to the claimant the sum of £788.16 pursuant to Section 38 of the Employment Act 2002 (failure to provide a statement of written particulars of employment).
8. The claimant's remaining complaints are hereby dismissed.

Employment Judge Maidment

Date 18 August 2021