



EMPLOYMENT TRIBUNALS

Claimant: Ms L Guy

Respondents: Synbu UK Limited (1)
Robert Pennington (2)

Heard at: Watford (by CVP)

On: 3, 4 & 5 November 2021

Before: Employment Judge Maxwell
Mr N Ramgolam
Ms S Laurence-Doig

Appearances

For the claimant: Ms Taylor, Counsel

For the respondents: Mr Pennington, Managing Director

JUDGMENT

1. The Claimant's claim of sexual harassment succeeds against both Respondents, who are jointly and severally liable for the Claimant's remedy.
2. The Claimant is awarded:
 - 2.1 Loss of earnings:
 - 2.1.1 £4,439.65;
 - 2.1.2 25% ACAS uplift £1,109.92;
 - 2.1.3 Interest £1,053.35;
 - 2.1.4 Sub-total £6,602.92;
 - 2.2 Injury to feelings:
 - 2.2.1 £22,500;
 - 2.2.2 25% ACAS uplift £5,625;
 - 2.2.3 Interest £5,763.70;
 - 2.2.4 Sub-total £33,888.70;

2.3 Total compensatory award £40,491.62.

Employment Judge Maxwell

Date: 5 November 2021

Sent to the parties on:

12 November 2021

For the Tribunal Office: