



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Dr Jennifer Fraser

v

1. The Parochial Church Council of St Mary and St Peter, Staines.

2. Reverend Jonathan Samadi

Heard at:

Reading Employment Tribunal

On:

13 to 15, 19, 20, 25 and 26 November 2024

Before:

Employment Judge George

Members:

Mr L Hoey

Mr A Kapur

Appearances

For the Claimant:

Mr A Gloag, counsel

For the Respondents:

Mr H Menan, counsel

JUDGMENT

1. The complaints of sex and race discrimination are not well founded and are dismissed.
2. The claimant was unfairly dismissed.
3. Had a fair process taken place there is a 40 percent chance that the claimant would have been dismissed by reason of redundancy. It is just and equitable that a 40 percent deduction be made from compensation to take account of that chance.
4. The remaining issues will be determined at a remedy hearing on 20 January 2024. Separate case management orders are made.

Employment Judge George

Date: ...27 November 2024

Sent to the parties on: 17/12/2024

For the Tribunal Office – N Gotecha

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>