



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Marsh

Respondent: Karro Food Ltd

Heard at: Hull **On:** 20, 21, 22 and 23 August 2024

Before: Employment Judge Miller
Mr M Taj
Ms J Lancaster

Representation

Claimant: in Person

Respondent: Mr Wilson – counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 100 % chance that the claimant would have been fairly dismissed after a further period of 8 weeks. Compensation for loss of earnings is therefore capped at 8 weeks.
3. The complaints of harassment related to sex and religious belief are not well-founded and are dismissed.
4. The claimant does not seek reinstatement or re-engagement. If the parties cannot agree compensation they must write to the Tribunal by 20 September 2024 with dates that they are NOT available for a hearing to decide compensation up to 31 March 2025.

Employment Judge Miller

Date: 23 August 2024