



EMPLOYMENT TRIBUNALS

Claimant: Mr L Ramos

Respondent: Westfield Estates Limited
(Company number 06895622) R1
Akbar Ali R2

Heard at: Watford Employment Tribunal (face to face)

On: 20 November 2024

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: In Person
For the respondents: No Appearance and No representation

JUDGMENT

1. A hearing under Rule 21(2) was appropriate, and took place. The Respondents made no application for participation, in accordance with Rule 21(3), or at all.
2. There was a contravention of section 39(1)(a) of the Equality Act 2010 ("EQA") by each respondent. That is, they discriminated against the Claimant because of sex (so direct discrimination, as defined in section 13 EQA) in the arrangements for deciding to whom to offer employment.
3. The Respondent are jointly and severally liable. Between them the Respondents are ordered to pay the Claimant the sum of £1251.18 within 14 days of the date on which this judgment is sent to the parties.

3.1. The breakdown is that £1000 is awarded for injury to feelings and

3.2. there is interest on that of £251.18 (being interest for 1146 days at 8% per year).

4. There is no award for alleged financial loss.

Employment Judge Quill

Date: 20 November 2024

JUDGMENT SENT TO THE PARTIES ON

16 December 2024

FOR THE TRIBUNAL OFFICE

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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.

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