



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Miss Dragneva  
(2) Mr Brown  
(3) Miss Chaouli  
(4) Mr Enache  
(5) Miss Eley

**Respondents:** (1) Brain Harvey Limited  
(2) Wesley Deaton

**Heard at:** East London Hearing Centre (by CVP)

**On:** 15 & 16 October 2024

**Before:** Employment Judge Howden-Evans

**Members:** Ms A Berry  
Ms G Forrest

## REPRESENTATION:

**Claimants:** Miss Dragneva, acting as litigation friend  
**Respondents:** No attendance

# JUDGMENT

The unanimous decision of the Tribunal is as follows:

1. Miss Dragneva's complaint of detrimental treatment following a protected disclosure was not well founded and is dismissed.
2. Miss Dragneva and Miss Eley's complaints of harassment related to sexual orientation are well founded and succeed.
3. Miss Eley's complaint of harassment related to sex is well founded and succeeds.

**Case Numbers: 3201185/2023; 3201186/2023  
3201187/2023; 3201188/2023 and 3201189/2023**

4. Miss Dragneva and Miss Eley's complaints of sexual harassment are well founded and succeed.
5. Mr Brown and Miss Chaouli's complaints of racial harassment are well founded and succeed.
6. The First Respondent failed to give each claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period 29th March 2023 to end of their employment.
7. Mr Enache's complaints of unauthorised deductions from wages (holiday pay and sick pay) are well-founded. The First Respondent shall pay Mr Enache **£1,964** which is the gross sum deducted. Mr Enache is responsible for the payment of any tax or National Insurance.
8. The Remedy Hearing will continue on 17<sup>th</sup> October 2024.

**Employment Judge Howden-Evans  
Dated: 16<sup>th</sup> October 2024**