



# THE EMPLOYMENT TRIBUNALS

## Claimant

Ms R S Kushimo

## Respondents

Union Bank (UK) Plc (1)  
Union Bank of Nigeria Plc (2)

**Employment Tribunal:** London Central

**On:** 29 January 2018

**Before:** Employment Judge Auerbach  
Ms T Breslin  
Ms L Jones

## JUDGMENT

### BACKGROUND:

By a Judgment dated 13 June 2017, the Employment Tribunal found that two of the Claimant's claims for unlawful direct sex discrimination against the Second Respondent succeeded. By a Judgment dated 18 December 2017, the Employment Tribunal made awards for loss of remuneration and injury to feelings.

Upon the Claimant and the Second Respondent by their respective solicitors having agreed the sums forming the Claimant's loss of remuneration together with the calculation of interest due on that sum and on the injury to feelings awards:

### **BY CONSENT THE UNANIMOUS JUDGMENT OF THE TRIBUNAL IS:**

1. The Second Respondent shall pay to the Claimant the total sum of £27,565.23 (including the applicable interest up to 9 February 2018) made up of:
  - a. An award of £10,109.78 for loss of remuneration between 5 March 2016 to 31 March 2016 (to be reduced by 70% for the likelihood that the Claimant would have ceased to be in employment by that date)

plus an ACAS uplift of 10% to reflect the Second Respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.

- b. An award of £2,500 for injury to feelings flowing from the Second Respondent's first act of unlawful sex discrimination on 10 July 2015.
  - c. An award of £16,000 for injury to feelings flowing from the Second Respondent's second act of unlawful sex discrimination on 2 December 2015 plus an ACAS uplift of 10% to reflect the Second Respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures.
  - d. Interest at 8% under regulation 2 of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 on each of the awards above.
2. Payment to be made within 14 days of the date of this Judgment.
  3. There be no order as to costs.

Employment Judge Auerbach on 29 January 2018