



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss Amy Cowie

AND

Blenheim Homes North East Limited

JUDGMENT OF THE TRIBUNAL

Heard at: North Shields

On: 6 December 2018

Before: Employment Judge A M Buchanan (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: No attendance

JUDGMENT

It is the Judgment of the Tribunal that:

1. The respondent do pay to the claimant the sum of £10107.01 as compensation for unlawful discrimination pursuant to the provisions of section 124(2)(b) of the Equality Act 2010. This sum comprises £8000 compensation for injury to feelings, £1764.59 net loss of earnings for the period 6 July 2018 until 8 October 2018 and interest on those sums of £342.42 calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.

2. The respondent do pay to the claimant the sum of £530 as compensation for unfair dismissal. This comprises a basic award of compensation of £180 calculated in accordance with section 119 of the Employment Rights Act 1996 ("the 1996 Act") and £350 for loss of statutory rights calculated in accordance with section 123 of the 1996 Act.

3. The respondent do pay to the claimant the sum of £1289.10 in respect of unpaid holiday pay for the period 18 August 2017 until 29 June 2018 and calculated in accordance with the provisions of Part II of the 1996 Act. This is a gross award and

the claimant is to account to the appropriate authorities for any income tax and national insurance contributions payable in respect of such sum when received by her.

4. The Employment Tribunals (Recoupment of Benefits) Regulations 1996 do not apply to any aspect of this award.

5. There will be no award for any other claim advanced by the claimant as to do so would amount to double recovery.

6. The total sum due to the claimant from the respondent is £11926.11p and is payable forthwith.

Employment Judge A M Buchanan

Date: 6 December 2018

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.

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