EMPLOYMENT TRIBUNALS

Claimant:	**Mrs S Kaur**
Respondent:	**Chartwell Care Services Ltd**
Heard at:	**East London Hearing Centre**
On:	**Wednesday 17 April 2019**
Before:	**Employment Judge Barrowclough**
Members	**Mrs P Alford** **Mr N J Turner OBE**

Representation

Claimant:	Mr K Sonaike (Counsel)
Respondent:	Neither present nor represented

JUDGMENT

1.   The Claimant's complaints of:-

   (a)   unfair dismissal;

   (b)   wrongful dismissal;

   (c)   direct race discrimination and

   (d)   unlawful deductions, all succeed.

2.   The Respondent is ordered to pay the Claimant compensation as follows:-

   (a)   Loss of statutory Rights -   £500.00

   (b)   Basic Award [£330.65 x 7]   £2,746.17

   (c)   7 weeks' notice pay   £2,314.55

   (d)   Compensatory Award –
         Loss of earnings to 17/04/19   £18,797.26

   (e)   Injury to feelings -   £25,000.00

(f)   Unlawful deductions -   £3,920.09

       Total   **£53,567.98**

(g)   The Respondent is ordered to pay interest on those sums at 8%, £2,915.36 in relation to the injury to feelings award from 1 November 2017 to 17 April 2019; and £1,476.30 in relation to all other heads, excluding the basic award and loss of statutory rights, from 25 July 2018 to 17 April 2019.

(h)   The Tribunal finds that the Respondent's conduct of these proceedings has been unreasonable, and the Respondent is ordered to make a contribution of £15,000 towards the Claimant's costs.

Employment Judge Barrowclough

Date: 26 April 2019

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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