



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss H Spowart

**Respondent:** \*Proactiv Cards Ltd\*

**Heard at:** Sheffield **On:** 7 June 2019

**Before:** Employment Judge Rostant

## **Appearances**

For the claimant: Mr I Spowart, (father)

For the respondent: No appearance, no attendance

## **JUDGEMENT**

**No appearance having been entered by the respondent and in accordance with Rule 21 Tribunal Rules of Procedure 2013, I make the following judgment;**

- (1) The claimant has suffered an unlawful deduction from her wages and the respondent is ordered to pay her the **sum of £1362 .28 (gross)**.
- (2) I declare that the claimant has suffered direct discrimination because of her age
- (3) I declare that the claimant has suffered direct discrimination because of her sex
- (4) I order the respondent to pay the claimant compensation in respect of 2 and 3 above as follows

### **Loss of Earnings**

7 weeks at £348.62 per week (gross) £2.692.31

Plus interest on that sum at 8% from mid-point to date of calculation  
i.e 25 March 2019 to 7 June 2019 (10 weeks) £ 41.42

**Injury to feelings** £10,000

Plus interest at 8% from date of discrimination to calculation  
i.e 17 December 2018 to 7 June 2019 (25 weeks) £384.62

<b>Aggravated damages</b>	£2,000
Plus interest at 8% from date of discrimination to calculation i.e 18 February 2019 to 7 June 2019 (15 Weeks)	£230.77
<b>Total for discrimination</b>	<b>£15,349.12</b>

**Employment Judge Rostant**

**Corrected Judgment Sent to the  
parties on: 6<sup>th</sup> August 2019**