



EMPLOYMENT TRIBUNALS

Claimant: Mrs K. Amin
Respondent: Calvary Pre-School Limited
Heard at: East London Hearing Centre
On: 5 November 2019
Before: Employment Judge Massarella
Mrs A. Berry
Mr P. Quinn

Representation
Claimant: In person
Respondent: Ms T. Bailey (Respondent manager)

REMEDY JUDGMENT

The judgment of the Tribunal is that:-

1. By agreement between the parties, the Claimant is awarded £3837.78 as compensation for the impact of the discrimination on her remuneration between 29 June 2017 and 28 September 2018. The parties further agree that this extinguishes any losses in respect of unauthorised deduction from wages and holiday pay.
2. The Claimant is awarded £531.15 in interest on that sum at a rate of 8% from 11 February 2018 to 5 November 2019.
3. The Claimant is awarded the sum of £1837.54 in respect of loss of earnings between 1 October 2018 and 30 April 2019, consequent on her discriminatory dismissal.
4. The Claimant is awarded £117.60 in interest on that sum at a rate of 8% from 14 January 2019 to 5 November 2019.

5. The parties agree that the Claimant is entitled to a basic award of £364.88.
6. The Claimant is awarded £350 in respect of an award for loss of statutory rights.
7. The Claimant is awarded £10,000 for injury to feelings in respect of the pre-termination discrimination.
8. The Claimant is awarded £1384 in interest on that sum at a rate of 8% from 11 February 2018 to 5 November 2019.
9. The Claimant is awarded £5,000 for injury to feelings in respect of the discriminatory dismissal.
10. The Claimant is awarded £440 in interest on that sum at a rate of 8% from 28 September 2018 to 5 November 2019.
11. In order to offset any tax liability in respect of the £5440 award for injury to feelings in respect of the dismissal, the Tribunal awards a further £1088.
12. The Respondent is ordered to pay the Claimant the total sum of **£24,950.95**

Employment Judge Massarella

5 November 2019