



EMPLOYMENT TRIBUNALS

Claimant: Miss L Duffield
Respondent: Parfums Christian Dior (UK) Limited
Heard at: East London Hearing Centre
On: 6 February 2020
Before: Employment Judge Russell
Members: Mrs G A Everett
Mr P Quinn

Representation

Claimant: Mr I Ahmed (Counsel)
Respondent: Mr K Wilson (Counsel)

UPON the parties and the Tribunal being of the view that Income Tax (Earnings and Pension) Act s. 406 does not apply because:

- (i) Dismissal occurred prior to 6 April 2018;
- (ii) The total settlement figure is less than £30,000; and
- (iii) The injury to feelings was caused by discrimination which the Tribunal found occurred prior to termination of employment. There was no finding that the termination of employment was itself an act of discrimination causing injury to feelings.

CONSENT JUDGMENT

1. The Respondent shall pay to the Claimant the total sum of £25,033.26 comprising:
 - (a) Basic award: £692.30
 - (b) Loss of statutory rights: £500
 - (c) Compensatory award: £5,840.96
 - (d) Injury to feelings: £18,000
2. There shall be no ACAS uplift.

- 3. There shall be no award of interest.**
- 4. Payment must be made to the Claimant within 21 days.**

Employment Judge Russell

6 February 2020