



EMPLOYMENT TRIBUNALS (ENGLAND & WALES)  
LONDON CENTRAL

BETWEEN

Mr B Sangha                      Claimant

-AND-

24 Live UK Ltd                      Respondent

Employment Judge:      Mr J S Burns

Representation:              Claimant In person  
Respondent:                  No ET3 or appearance

Judgment

following a hearing held on the telephone on 23/9/2020

The claims of race discrimination and wrongful dismissal succeed

The Respondent must pay the Claimant **£48799** calculated as follows

One month's notice pay (16/1/2020 – 15/2/2020)	=	<b>£2816</b>
Loss of earnings 11 months (16/2/2020 to 15/1/2021) at the rate of £2816.66 per month		<b>£30983</b>
Damages for Injury to feelings		<b><u>£15000</u></b>
Total		<b><u>£48799</u></b>

The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 apply. The prescribed period is 16/1/2020 to 23/9/2020; the prescribed amount is £23183 and the difference between the prescribed amount and the total payable is £25616.

The Respondent must pay the Claimant £25616 by 10/10/2020 and the balance after the Recoupment Regulations have been complied with.

REASONS

Notwithstanding my having sent joining instructions yesterday to Lindsey Oliver and to the Respondent at their email addresses, there was no attendance by or on behalf of the Respondent during the hearing today. I heard evidence from the Claimant on oath and he confirmed his ET1. His contract required him to be given one month's notice of termination but he was summarily

dismissed. There is no defence to his claims of direct discrimination, harassment and victimisation on the grounds of race or to his agenda in which he set out the amount of his claims. The above judgment is based on his gross pay of £650 per week set out in his ET1. The Claimant has not yet managed to get replacement employment but hopes to be able to do so by early next year. He has been receiving JSA and HB since February 2020. I regard it as just and equitable to award him loss of earnings until 15/1/2021 being an estimate of the loss of income he has and will suffer as a result of his discriminatory dismissal.

J S Burns Employment Judge

London Central

23/9/2020

For Secretary of the Tribunals

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date sent to the Parties – 23/09/2020