



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms R Taylor

AND

Respondent
Jaguar Land Rover Ltd

JUDGMENT MADE AT A REMEDY HEARING

HELD AT Birmingham **ON** 2 October 2020.

EMPLOYMENT JUDGE Hughes **MEMBERS** Mr TC Liburd
Mrs RJ Pelter

Representation

For the Claimant: Ms R White, Counsel

For the Respondent: Ms J Ferrario, Counsel

JUDGMENT

The unanimous decision of the Employment Tribunal is that:

1 We make a statutory recommendation that the Respondent's Board of Directors read and discuss our written reasons for this judgment at a Board meeting on or before 1 March 2021. A copy of the minutes recording that this has taken place is to be sent to the claimant by 15 March 2021.

2 The claimant's application for costs will be heard on 22 January 2021 and directions about that have been made in a separate Case Management Order.

By consent:

3 The respondent ("JLR") agrees to appoint one of its number as a Diversity and Inclusion Champion.

4 The respondent's Board shall commission a report by a recognised diversity organisation, such as Stonewall, to investigate diversity and inclusion throughout JLR (to include speaking to the claimant) and produce a report setting out the current position and the steps necessary for JLR to become a "standard setting

organisation” in the diversity and inclusion field across all the protected characteristics.

5 Thereafter, for the next five years, an expert appointed in the same way will produce an annual report of progress by reference to the original report.

6 The report referred to in paragraph 3 above, and the annual reviews referred to in paragraph 4 above, shall be made public and sent to all employees and workers at JLR, and to the Claimant.

7 The respondent agrees to pay the sum of £180,000 to the claimant in full and final settlement of this claim. This amount does not include the claimant’s costs application.

**Employment Judge Hughes
2 October 2020**

Note

Reasons for the liability judgment (and certain aspects of remedy) were given orally at the hearing on 14 September 2020. Written reasons have been requested. The reasons will be provided when there is sufficient judicial time to do so. This is anticipated to be before December 2020.