



EMPLOYMENT TRIBUNALS

Claimant: Miss J Saunders

Respondent: Pavers Ltd

Heard at: Leeds

On: 18 November 2020

Before: Employment Judge Jones
Ms Y Fisher
Mr K Lannerman

This has been a remote hearing, by cloud video platform (V): A hearing in person was not practicable because of the present restrictions due to Covid 19.

REPRESENTATION:

Claimant: In person (assisted by Ms S Clarkson)

Respondent: Mr P Crowe, solicitor

Remedy Judgment

The Tribunal unanimously holds:

1. To obviate and reduce the adverse effect of the unlawful act of victimisation, it is recommended that from 19 November 2020 the respondent increase the salary of the claimant by 2%, to reflect the increase which was not awarded to her on 1 April 2019.
2. The respondent shall pay to the claimant compensation in the sum of £2,835.64 for the unlawful act of victimisation, comprising past losses of £684.25 and interest of £44.74 (being 8% from the midpoint between the act of discrimination and today) and £2,000 for injury caused to the claimant's feelings and interest thereon of £106.66 (being 8% from the date of the updated guidelines on 23 March 2020 to today).
3. The respondent shall pay to the claimant an additional award of 10% of the above award, namely £283.56, for unreasonably failing to comply with the ACAS Code of Practice on Discipline and Grievance Procedures 2015.

Employment Judge Jones

Date: 18 November 2020

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