



EMPLOYMENT TRIBUNALS

Claimant: Mr A Booth
Respondent: Delstar International Limited

Heard at: Leeds Employment Tribunal
Before: Employment Judge Deeley, Ms Lancaster and Mr Taj
On: 4 December 2020 (by CVP)

Representation
Claimant: Mr S Healy (Counsel)
Respondent: Ms R Mellor (Counsel)

JUDGMENT ON REMEDY

1. The claimant is awarded the sums set out below in relation to his complaints of (i) discrimination arising from disability and (ii) indirect discrimination made by the claimant in relation to the respondent's delay in applying for income protection benefit under the Unum Scheme on his behalf.
2. The sums awarded are as follows:
 - 2.1 £4000 (inclusive of any interest) for injury to feelings;
 - 2.2 £1327.50 in respect of the claimant's financial losses; and
 - 2.3 £167.30 in respect of interest on the claimant's financial losses.

NOTES

3. The claimant requested a breakdown of the interest on his injury to feelings award. The Tribunal's interest calculation was as follows:

Injury to feelings award: £3250

Calculation dates: 5th February 2018 (i.e. the date on which the act of discrimination started) – 4th December 2020 (i.e. the date of the Remedies Hearing)

Number of days: 1033 days

Interest rate: 8%

Interest calculation: $£3250 \times 0.08 \times 1033/365 = (£3985.84 - £3250) = £735.84$

Case Number: 1807548/2019A

Employment Judge Deeley

4 December 2020