



# EMPLOYMENT TRIBUNALS

**Claimants:** Miss S Lorimer  
**Respondent:** Smart Tan UK Limited

**HELD AT:** Newcastle, by video **ON:** 12 April 2021

**BEFORE:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** Mr C Henshall, solicitor  
**Respondent:** No attendance

## JUDGMENT

The Respondent is ordered to pay to the Claimant the sum of £9,313.04 comprising:

1. Compensation of £7,180.50 in respect of the Respondent's contraventions of Part V of the Equality Act 2010 (disability discrimination) made up of:
  - a. compensation for injury to feelings (including psychological injury) of £6,000
  - b. compensation for lost earnings of £1,180.50.
2. £1077.08, being a 15% increase in the award of compensation for discrimination under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992.
3. £331.36 (representing two weeks' pay) as an award under section 38 of the Employment Act 2002.
4. Interest on the compensation for discrimination of £374.34, awarded under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996, calculated as follows:
  - a. Interest on injury to feelings award of £6,000: from date of discrimination (28 July 2020) to calculation date (12 April 2021) at 8% per annum = £340.80.

- b. Interest on compensation for lost earnings of £1180.50: from mid-point date (4 December 2020) to calculation date (12 April 2021) at 8% per annum = £33.54.
  
- 5. £349.76, being the amount remaining due to the claimant under regulation 14 of the Working Time Regulations 1998 in respect of accrued untaken holiday.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Aspden

Date 12 April 2021

Note

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.