



EMPLOYMENT TRIBUNALS

Claimants: Kim Holman
Lauren Gardiner

Respondents: Ambulance Transfers Ltd
Joseph Church

Heard at: East London Hearing Centre (by CVP)

On: 27 – 30 April 2021

Before: Employment Judge Jones
Members: Mr P Quinn
Ms A Berry

Representation
Claimants: In person with assistance from C. Foylan
Respondent: Mr A Gibson

JUDGMENT

Liability

The Claimants complaints of discrimination on grounds of sexual orientation succeeds against both Respondents.

The Claimants complaints of discrimination on the grounds of age succeeds against both Respondents.

Remedy

The Tribunal orders the Respondent to pay the following remedy to both Claimants. Interest is awarded under the Employment Tribunals (Interest on awards in Discrimination cases) Regulations 1996 at 8%.

Ms Holman

Two months loss of wages = £1,500 X 2 = **£3,000**

£20,000 injury to feelings

Interest- loss of wages from mid-point = £1,500 x 0.08 x 1/365 x £3,000 =

£986.30

Interest on injury to feelings of 8% on whole period of 761 days (1.4.19 – 30.4.21)

Case Numbers: 3202429/2019 & 3202972/2019 V

= $761 \times 0.08 \times 1/365 \times £20,000 = \mathbf{£3,335.89}$

Total amount due to Ms Holman = $£3,000 + £986.30 + £3,335.89 + £20,000 = \mathbf{£27,322.19}$

Ms Gardiner

3 months loss of wages = $£1,500 \times 3 = \mathbf{£4,500}$

£20,000 injury to feelings

Interest – loss of wages from mid-point = $£2,250 \times 0.08 \times 1/365 \times £4,500 =$

£2,219.17

Interest – injury to feelings of 8% on whole period of 761 days (1.4.19 – 30.4.21)

= $761 \times 0.08 \times 1/365 \times £20,000 = \mathbf{£3,335.89}$

Total amount due to Ms Gardiner = $£4,500 + £2,219.17 + £3,335.89 + £20,000 = \mathbf{£30,055.06}$

The Respondents are ordered to pay Ms Gardiner the sum of **£30,055.06** and Ms Holman the sum of **£27,322.19** forthwith.

Employment Judge Jones

Date: 14 May 2021