



EMPLOYMENT TRIBUNALS

Claimant: L Coates
Respondents: (1) N Mahboob
(2) Interiors 4 Living Limited

AT A HEARING

Heard at: Leeds **On:** 3rd, 4th, 5th & 6th August 2021

Before: Employment Judge Lancaster
Members: Mrs J Blesic
Mr J Howarth

Representation

Claimant: In person
Respondents: Mr H Percy-Raine, counsel

JUDGMENT

1. The dismissal of the Claimant was a contravention of sections 13 and 39 of the Equality Act 2010 which prohibit direct discrimination because of disability.
2. The alternative complaint under section 15 of the Equality Act 2010 is therefore withdrawn from the tribunal's consideration.
3. The First and Second Respondents are jointly and severally ordered to pay compensation to the Claimant in the total sum of £21,679.79, calculated as follows:
 - 3.1

| | |
|--|------------------|
| Injury to feelings | £15,000.00 |
| Increase by reason of the unreasonable failure to comply with the ACAS Code of Practice on disciplinary procedures (10%) | £1,500.00 |
| Interest @ 8% per annum from 29 th July 2019 to date | <u>£2,668.93</u> |
| | £19,168.93 |
 - 3.2

| | |
|--|----------------|
| Loss of net earnings 4 weeks to 2 nd September 2019 | £1,176.92 |
| Loss of 4 weeks' employer's' pension contributions | £62.60 |
| Job-seeking expenses | £40.00 |
| Shortfall in net earnings September 2019 to February 2021 | <u>£250.00</u> |
| | £1,592.52 |
| Increase by reason of the unreasonable failure to comply with the ACAS Code of Practice on disciplinary procedures (10%) | <u>£152.96</u> |
| | £1,682.48 |

Case: 1805045/2019

Interest @ 8% per annum from the mid-point 29th July 2019 to date £136.08
£1,818.56

3.3 An award of 2 weeks' pay under section 38 of the Employment Act 2002 for failure
to provide a statement of the written terms and particulars of employment.
£692.30

EMPLOYMENT JUDGE LANCASTER
DATE 6th August 2021
JUDGMENT SENT TO THE PARTIES
AND ENTERED IN THE REGISTER
Date: 19 August 2021