



EMPLOYMENT TRIBUNALS

Claimant **Mrs Anne Roberts**
Respondent **APCOA Parking (UK) Ltd**

Heard at: Southampton (by Cloud Video Platform)
On: 21 September 2021

Before Employment Judge Street
 Mr J Shah
 Mr M Richardson

Representation

Claimant: Mr Gidney, counsel
Respondent: Mr Howson, consultant, Peninsula

JUDGMENT

Pursuant to the Judgment dated 11 June 2021, the Tribunal makes the following awards.

In respect of the unfair constructive dismissal, the Respondent is Ordered to pay the Claimant the sum of £6,370.20.

In respect of the age and disability discrimination, the Respondent is Ordered to pay the Claimant the sum of £133,919.20.

On the Claimant's application for costs, the Respondent is Ordered to pay the Claimant the sum of £15,000.

**The total sum the Respondent is Ordered to pay
to the Claimant is £155,289.40.**

Loss of earnings is awarded to the date of retirement. The parties agreed the basic award, loss of statutory rights, gross and net earnings.

The Discrimination award is made up as follows:

Loss of Earnings	£53,097.59
Injury to feelings	£20,000.00
Aggravated Damages	£ 5,000.00
Uplift – breach of ACAS Code	£19,524.40
Interest	
Injury to feelings	£ 5,819.18
Other losses	£ 8,452.01

Total discrimination award before grossing up £111,893.18

The total award falls to be increased, that is, grossed up, to reflect the tax payable, such that the Claimant receives the sums due to her.

The agreed figure to be added to the sum the Respondent is Ordered to pay the Claimant in respect of grossing up is £22,026.02, bringing the total discrimination award to £133,919.20.

Adding the unfair dismissal compensation, the overall award that the Respondent is Ordered to pay to the Claimant is therefore £140,289.40, together with the £15,000 ordered in respect of the Claimant's costs.

Employment Judge Street

Dated: 21 September 2021

Judgment sent to parties: 15 October 2021

FOR THE TRIBUNAL OFFICE

Judgment was given orally. Written reasons will not be provided unless they are asked for within 14 days of the sending of the written record and will be entered on the website if issued.