



EMPLOYMENT TRIBUNALS

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals

“This has been a remote hearing not objected to by the parties. The form of remote hearing was V – Video by Cloud Video Platform or CVP. A face to face hearing was not held because it was not practicable and no-one requested the same.”

Claimant

Mr T King

v

Respondent

Tesco Stores Limited

Heard at: Watford; fully remotely

On: 17 September 2021

Before: Employment Judge George
Members: Mrs J Hancock; Ms K Turquoise

Appearances

For the Claimant: Mr M Blackburn, friend
For the Respondent: Ms J Ferrario, counsel

JUDGMENT

The respondent shall pay to the claimant compensation for harassment related to sex and direct sex discrimination in the sum of £47,690.61 calculated as follows:

Injury to feelings	26,300.00	26,300.00
Interest on £26,300 @ 8% from 24.1.2019 to 17.9.2021 (968 days) @ £5.76 p.d.	5,579.92	5,579.92

Loss of earnings with respondent and AFS flowing from the unlawful acts @ £481.43 net p.w. 3 weeks @ £481.43 (w/e 8.2.19 to w/e 22.2.19)	1,444.29	
LESS sick pay received	(160.05)	

	1,284.24	1,284.24
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18 weeks @ £481.43 from 2.3.19 to 21.6.2019	8,665.74		
LESS income from AFS	(1,059.90)		
	<u>7,605.84</u>	<u>7,605.84</u>	
Total loss of earnings (before interest)		8,890.08	8,890.08
Interest on loss between 8.2.19 to 21.6.19.19 @ 8% (£1.74 p.d.) from 16.4.19 to 17.9.21 (886 days): (£(886 X 1.74)		1,726.38	1,726.38
Lost earnings with Baytec due to sickness caused by unlawful acts 22.3.21 to 29.4.21 16 days @ £100 net p.d.			1,600.00
Interest on that @ 8% from 11.4.21 to 17.9.21 (160 days @ £0.35 p.d.)			56.11
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Total compensation subject to grossing up to take account of the incidence of income tax			44,152.49
Excess of total compensation over £30,000		14,152.49	
Grossing up at an assumed marginal rate of tax in y/e 05.04.22 of 20% (£14,152.49 X 100/80)		17,690.61	3,538.12
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Total Sum Payable			<u>47,690.61</u>

I confirm that this is our Judgment in case number 3315945-2019 and that I have approved the Judgment for promulgation.

Employment Judge George

Date: 22 September 2021

Sent to the parties on:

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For the Tribunal Office

Note

Reasons for the judgment 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.