



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Keating

**Respondent:** WH Smith Retail Holdings Ltd

**Heard at:** London South via CVP on 22 April 2022

**Before:** Employment Judge Khalil sitting with members  
Ms P Fellows  
Mr J Matharu

**Appearances:**

For the Claimant: in person, assisted by Ms Shotton, a lay representative

For the Respondent: Ms Garner, Counsel

## JUDGMENT

Discrimination compensation under S. 124 Equality Act 2010:

The Claimant is awarded £11,648.52 (for 18 months from dismissal) and interest of £797 for loss of earnings calculated on a mid-point basis between dismissal and today.

The Claimant is awarded £10,000.00 for injury to feelings plus interest of £2,738.00 (178 weeks).

(The Tribunal considers that the recoupment regulations do not apply as the sums are awarded under the Equality Act 2010 and because there was no evidence of receipt of Universal Credit).

Unfair Dismissal

The Tribunal makes a basic award for unfair dismissal under S.122 of the Employment Rights Act 1996 of £672.03 and £500.00 for loss of statutory protection both of which sums were agreed by the Respondent.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

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**Employment Judge Khalil**

**22 April 2022**