



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Ms AB**

**v**

**Done Brothers (Cash Betting) Limited**

**Heard at: Southampton**

**On: 4,5,6 and 7 December 2022**

Before: Employment Judge Rayner  
Mrs C Date  
Ms A Sinclair

Appearances

For the Claimant: in person, assisted by Mrs Elvin, friend

For the Respondent: Mr J Gilbert, Consultant.

### JUDGMENT

1. The Claimant was unfairly dismissed
2. The Claimant was discriminated against by the Respondent for a reason arising from her disability in that she was dismissed.
3. The Claimant was discriminated against by the Respondent failing to make reasonable adjustments in respect of training.
4. All other claims are dismissed.
5. The Respondent will pay the Claimant the following compensation in respect of unfair dismissal and discrimination:

<b>Basic award for unfair dismissal</b>	2 ½ weeks @ 196.15 gross	£490.37
<b>Notice pay</b>	2 weeks @ £196.15 gross	£392.30
<b>Loss of statutory rights</b>		£200.00
<b>Injury to feeling award</b>		£20,000.00



<b>Interest on injury to feeling award</b>	2% pa for 23 months ( $2/100 \times £20,000 \times 11/12$ ) Yr 1 - £400.00 11 months in yr 2 =	£766.66
<b>Compensation for past and future loss of earnings arising from disability discrimination</b>	1. Past loss from 30 December 2020 until date of hearing @ £800 per months net  2. 6 months future loss of earning until 8 June 2023	£23,384.61
<b>Interest on past loss of earnings</b>	2% pa on 11 months past loss of earnings (mid point from date of dismissal to date of hearing) $2\% \times 11 \text{ months} \times 1 \text{ months net pay} \times 11/12$	£161.33
<b>Total award now payable to the Claimant</b>		<b>£45,395.27</b>

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**Employment Judge Rayner**

Dated: 9 December 2022

Sent to the parties on:

19 December 2022

By Mr J McCormick

For the Tribunal Office

*Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*