



EMPLOYMENT TRIBUNALS

Claimant: Mr T Cowland

Respondent: South Western Ambulance Service NHS Foundation Trust

Heard at: Exeter **On:** 2 March 2023

Before: Employment Judge A Matthews

Members: Mrs V Blake
Mr I Ley

Representation:

Claimant: In Person, accompanied by his father, Dr G Cowland

Respondent: Mr M Sellwood of Counsel

UNANIMOUS JUDGMENT

1. The Respondent is ordered to pay to Mr Cowland £26,087.04 comprising:
 - Compensation for injury to feelings in respect of the discrimination of £11,600, including interest of £1,600.
 - Compensation for financial loss arising from the discrimination of £10,179.04 including interest of £754.
 - A basic award in respect of the unfair dismissal of £3,808.
 - A compensatory award in respect of the unfair dismissal of £500.
2. The Recoupment Regulations do not apply.

[Note: No schedule of calculations is attached. Where calculations were necessary, these were agreed between the parties.]

Employment Judge A Matthews
Date: 3 March 2023

Judgment sent to the Parties on 16 March 2023

For the Tribunal Office

Reasons having been given orally, written reasons will not be provided unless they are asked for by written request presented by any party within 14 days of the sending of this written record of the decision.