



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms H Biggs

**Respondent:** Bilborough & Co and others

**Heard at:** East London Hearing Centre

**On:** 19 and 20 May 2022

**Before:** Employment Judge Jones  
Ms M Long

**Representation**

Claimant: Mr Lockley (Counsel)

Respondent: Mr Curtis (Counsel)

## REMEDY JUDGMENT ON RECONSIDERATION

By a judgment dated 17 December 2020, the Claimant succeeded in her complaints of unfair dismissal, sex discrimination, equal pay and victimisation. This judgment has been amended following receipt of the parties joint written representation on 2 August 2022.

The claimant is awarded the following remedy for her successful complaints:

<u>Basic Award:</u> - £489.00pw x 11 (11 years under 41)	- £5,379.00	
-£489.00pw x 3 (2 years over 41)	- £1,467.00	=
		<b>£6,846.00</b>

Compensatory Award: -

Equal pay claim:	<b>£3,019.00</b>
Past lost wages: £24,410 + interest of £4,171=	<b>£28,581.00</b>
Reduction in childcare voucher benefit = £2,265.55 + 392	<b>£2,657.55</b>
Interest on the cost of counselling for children	<b>£38.41</b>
Interest on the cost of travelling to meetings	<b>£12.28</b>
Loss of statutory rights: 450.00 + £77.85 interest	<b>£527.85</b>

Future loss of earnings	<b>£9, 615.00</b>
Future loss of tax-free childcare vouchers	<b><u>£283.20</u></b>
Total compensatory Award:	<b><u>£44,734.29</u></b> <b><u>£51,580.29</u></b>

ACAS uplift of 15% for breaches of the ACAS Code of Practice (only on Compensatory Award):

£44,734.29 x 15% **£6,710.14**

Total: **£58,290.43**

Discrimination

Injury to feelings + (£40,000 plus compound interest as agreed)  
[pre-termination £32,650 and post-termination £21,190]  
**£53,840.00**

ACAS uplift of 15% for breaches of the ACAS Code of Practice:

£53,840.00 x 15% = £8,076 = **£61,916.00**

The total award due to the claimant before grossing up is **£120,206.43**

The sum awarded as compensation for the successful equal pay claim will be paid through the respondent's payroll and taxed accordingly.

£120,206.43 less £3,019.00 = £117,187.43. The first £30,000 will be tax free. The parties have calculated that the amount to be added by way of grossing up is £38,653.98

Interest has been added to each element above in accordance with the Employment Tribunals (Interest on Awards in Discrimination cases) Regulations 1996 at the rate of 8%, compounded.

The Claimant's total award for her successful claims is £120,206.43 + £38,653.98 = **£158,860.41**.

The Respondent is ordered to pay the Claimant the sum of **£158,860.41**.

Employment Judge Jones  
Dated: 22 July 2022  
Reconsidered on 23 March 2023