



EMPLOYMENT TRIBUNALS

Claimant: Miss A Forder

Respondent: Care UK Community Partnerships Limited

Heard at: Cambridge (by video)

On: 18 May 2023

Before: Employment Judge Dobbie

Sitting with: Mr A Hayes and Mr K Mizon

Representation

Claimant: Mr Forder (Claimant's brother)

Respondent: Mr H Dhorajiwala (Counsel)

REMEDY JUDGMENT

1. For the reasons given orally on 18 May 2023, the Respondent shall pay to the Claimant **£27,605.13** in damages and costs (in respect of the claims for unfair dismissal; discriminatory dismissal; detriment by way of unfavourable treatment contrary to s.15 Equality Act 2010 (EqA); and breach of the duty to make reasonable adjustments) comprised as follows

(a) General damages:

- (i) £18,000 by way of general damages (to include injury to feelings);
- (ii) Interest of £3,840.00; and

(b) Special Damages:

- (iii) Basic Award of 746.04;
- (iv) Compensation for loss of earnings (and including all elements of the compensatory award) of £3,240.36;
- (v) Interest on loss of earnings (awarded for the discrimination claims) of £273.73; and

(c) Preparation time order costs in the sum of £1,505.00.

Employment Judge Dobbie
Date 29 May 2023

JUDGMENT SENT TO THE PARTIES ON 8/6/2023

N Gotecha - FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.