



EMPLOYMENT TRIBUNALS

Claimant: KZ

Respondent: The Nags Head Reading Ltd

Heard at: Reading **On:** 12 May 2023

Before: EJ Shastri-Hurst, Mrs D Ballard and Mrs B Osborne

Representation

Claimant: In person

Respondent: Mr P Clarke (consultant)

JUDGMENT

1. Following the judgment on liability sent to the parties on 24 February 2023, the claimant is awarded the following sums:
2. For harassment and victimisation:
 - a. Injury to feelings - £15000
 - b. ACAS uplift of 10% on injury to feelings - £1500
 - c. Interest on injury to feelings from 15 January 2020 to 12 May 2023 - £4390.36
 - d. Financial losses – £3597.23
 - e. ACAS uplift of 10% on financial losses - £359.72
 - f. Interest on those financial losses from the midpoint between 12 July 2021 and 12 May 2023 - £290.54.
3. For unlawful deduction of wages (as set out in our judgment on liability): £1177 (gross – any issues around tax deductions will need to be taken up with HMRC).
4. The total of all the above figures at paragraphs 2 and 3 is £26,314.85.

Employment Judge **Shastri-Hurst**

Date 12 May 2023

JUDGMENT SENT TO THE PARTIES ON
19 June 2023

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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.