



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S A Rashid

**Respondent:** UK Clean and Repair Limited (In creditors voluntary liquidation)

**Heard at:** Birmingham via CVP

**On:** 5<sup>th</sup> and 6<sup>th</sup> July 2023

**Before:** Employment Judge Beck  
Mr K Hutchinson  
Mrs J Malatesta

**Representation:**

Claimant: Mr Timol, Solicitor

Respondent: Not present and not represented

## JUDGMENT ON LIABILITY AND REMEDY

1. The claimant's complaints of direct race discrimination and harassment based on race are dismissed following a withdrawal of those complaints by the claimant.

The unanimous decision of the tribunal is that:

2. The claimant's complaint of direct disability discrimination succeeds in part in relation to 3 complaints between the 4/3/22 and 8/3/22.

3. The claimant's complaint of discrimination arising from disability succeeds.

4. The claimant's complaints of direct disability discrimination in relation to complaints between October 2021 and January 2022, harassment based on disability, and failure to make reasonable adjustments do not succeed and are dismissed.

5. The respondent is ordered to pay the claimant compensation for discrimination

in the sum of £8,236.17 (net) for loss of earnings and £41.37 interest.

6. The respondent is ordered to pay the claimant compensation for discrimination in the sum of £5,000 for injury to feelings and £535.89 interest.

See attached table.

**Employment Judge Beck**

**Date 6<sup>th</sup> July 2023**

<b>Discrimination Award</b>	
Past losses of earnings (net) (14/3/22 - 31/10/22 - 33 weeks at £325.49 net weekly salary - £10,741.17) (deduction of £334.00 monthly benefit received x 7.5 months - £2,505.00) = £8,236.17	£8,236.17
Interest on past losses (489 days divided by 2 x 0.08 x 1/365 x 8,236.17)	£441.37
Injury to feelings award	£5,000.00
Interest on injury to feelings award (489 days x 0.08 x 1/365 x 5,000)	£539.89
<b>Total</b>	<b>£14,213.43</b>