



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Bishnu Pun

**Respondent:** Sodexo Limited

**Heard at:** Southampton  
**On:** 24 August 2023

**Before:** Employment Judge Rayner  
Mr J Shah  
Mr N Knight

## Representation

Claimant: In person

Respondent: Mr Zahman, Counsel

# JUDGMENT on Remedy

The Claimant is awarded the sum of £16588.21 (sixteen thousand five hundred and eighty eight pounds and twenty one pence) in respect of her successful claims of Constructive unfair dismissal and Race discrimination calculated as follows:

1. The Claimant is entitled to a Basic award of £1069.20.
2. The Claimant is awarded £500.00 for loss of statutory rights.
3. The Claimant suffered loss of earnings of £262.70 which she is awarded in full.
4. The Claimant is awarded £11,000.00 in respect for injury to feeling for race discrimination.
5. The Respondent failed to comply with the ACAS code of practice in respect of the grievance hearing and an uplift of 10% is awarded in respect of the loss of earnings and injury to feeling, which arise from the race discrimination.
6. The Claimant is awarded interest on loss of earnings and on the injury to feeling award at 8% pa.
7. The final amounts payable to the Claimant by the Respondent are as

follows;

|  |            |                   |
|--|------------|-------------------|
| Basic award                                  |            | <b>£1069.20</b>   |
| Loss of statutory rights                     |            | <b>£ 500.00</b>   |
| Loss of earnings                             | £262.70    |                   |
| P 10% uplift for failing to comply with ACAS | £26.27     |                   |
| Interest at 8% from mid point                | £31.03     |                   |
| Total loss of earnings                       |            | <b>£320.00</b>    |
| Injury to feeling                            | £11,000.00 |                   |
| 10% uplift ACAS failure                      | £ 1,100.00 |                   |
| Interest on award                            | £ 2,599.01 |                   |
| Total injury to feeling award                |            | <b>£14,699.01</b> |
| Total award payable to the claimant          |            | <b>£16,695.13</b> |

8. The Respondent's application for costs is dismissed.

Employment Judge Rayner  
Date: 24 August 2023

Judgment sent to the Parties: 08 September 2023

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.

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