



EMPLOYMENT TRIBUNALS

Claimant: Ms A J Lock

Respondent: GK Retail Services Ltd

Heard at: Leeds (by video)

On: 30 August 2023

Before: Employment Judge Miller
Mr K Smith
Mr M Lewis

Representation

Claimant: Ms S Lock (claimant's mother)

Respondent: Ms C Millns (counsel)

REMEDY JUDGMENT

1. The respondent must pay the claimant the total sum of **£15,025.12** comprised of the following elements:
 - a. £4000 for injury to feelings arising out of the discriminatory act on 17 July 2020.
 - b. £7,000 for injury to feelings arising out of the discriminatory act on 14 September 2020.
 - c. An uplift of 10% to each award for an unreasonable failure to comply with the ACAS Code of Practice on disciplinary and grievance procedures totalling £1,100 (£400 and £700 respectively).
 - d. Interest on the first award of £4,400 from the date of the act to 30 August 2023 at 8%. This is 1139 days so the interest is $1139 \times 0.08 / 365 \times £4400 = £1,098.43$.
 - e. Interest on the second award of £7,700 from the date of the act to today at 8%. This is 1080 days so the interest is $1080 \times 0.08 / 365 \times £7700 = £1822.69$.
2. There is no award for
 - a. loss of earnings (including pension losses);

- b. the claimant's costs of attending the hearing; and
- c. failure to pay holiday pay

Employment Judge Miller

Date: 30 August 2023