



EMPLOYMENT TRIBUNALS

Claimant: Mr Karl Smith
Respondent: Princess Alexandra Hospital NHS Trust
Heard at: East London Hearing Centre
On: 20 October 2023 (by CVP)
Before: Employment Judge S Bedeau
Members: Ms A Berry
Ms W Blake-Ranken

Representation

For the claimant: Ms J Moore, Lay Representative
For the respondent: Mr S Proffitt, Counsel

JUDGMENT ON REMEDY

1. The claimant is awarded the sum of £7,000 for injury to feelings plus £1,067.84 in interest at the rate of 8% from 24 November 2021 to the date of the hearing today, a total of £8,067.84, to be paid to him for having been directly discriminated against because of his disabilities.
2. The tribunal recommends that those with direct reports working in the respondent's Accident and Emergency Department, undertake training on Disability Awareness, on the law on disability, and on unconscious bias in relation to disability.
3. The respondent's human resources advisor will send the claimant a letter apologising for the two acts of direct disability discrimination as found by the tribunal.

Employment Judge S Bedeau
Date: 20 October 2023