



EMPLOYMENT TRIBUNALS

Claimant: Lucy Jane Dowding

Respondent: John Titcombe Limited

Heard at: Bristol via CVP **On:** Friday 3 November 2023

Before: Employment Judge Frazer
Tribunal Member Mrs L Simmonds
Tribunal Member Mr K Ghotbi – Ravandi

Representation

Claimant: Mr D Stewart (Counsel)

Respondent: Mr S Proffitt (Counsel)

JUDGMENT ON REMEDY

1. The Respondent is ordered to pay the Claimant the total sum of **£47, 886.49** in compensation for unfair dismissal and disability discrimination. The sums are set out in accordance with Annex 1 to this judgment.
2. The Recoupment Regulations apply and the amount to be recouped is **£2, 049.95.**

Employment Judge A Frazer
Dated: 3 November 2023

Judgment on remedy sent to the Parties on 28 November 2023

For the Tribunals Office

ANNEX 1

Basic award	£4, 423.10
Loss of statutory rights	£500
Loss of earnings	£10, 167.65
Injury to feelings	£22, 000
Interest on ITF	£5764.92 (1198 days at 8 per cent)
Interest on loss of earnings	£1, 332.66 (midpoint of 1198 days at 8 per cent)
Grossing up	£1, 928.92
s.1 statement	£1, 769.24
Add recoupment back in	<u>£2, 049.95</u>
	£47, 886.49