



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Sanderson

Respondent: London Underground Limited

Heard at: London Central by Cloud Video Platform

On: 14 & 15 December 2023

Before: Ms J Marshall, Ms T Shaah & Tribunal Judge Overton sitting as an Employment Judge

Representation

Claimant: Ms Hart, Counsel

Respondent: Mr Singer, Counsel

REMEDY JUDGMENT

1. Upon hearing evidence and submissions, the Respondent is ordered to pay to the Claimant the sum of £121,922.59 in respect of unlawful disability discrimination and unfair dismissal.
2. Compensation is paid under the discrimination legislation.
3. The award comprises the following amounts:
 - a. Basic Award: £14,560.50
 - b. Loss of statutory rights: £500
 - c. Loss of Earnings to Date: £27,558.44 (£45,820 loss of earnings less £18,261.56 received)
 - d. Future Loss of Earnings for period of 38.6 weeks @ £580 net per week from 15.12.2023: £18,591.85 (£22,388 less £3,796.15 to be received following completion of training)

- e. Pension Loss: £23,261.26
- f. Loss of Death Benefits: £248.40
- g. Injury to Feelings: £10,000
- h. Interest: £2,871.75 (£1,664.08 interest on past loss of earnings plus £1,207.67 interest on injury to feelings)
- i. Grossing-up: £24,330.40

4. The recoupment regulations do not apply.

Tribunal Judge Overton sitting as an Employment Judge

Date: 12/01/2024

JUDGMENT SENT TO THE PARTIES ON

12/01/2024

.....
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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>