



EMPLOYMENT TRIBUNALS

Claimant: Miss O Mulvey

Respondent: AMC UK Group Ltd (in creditors voluntary liquidation)

Heard at: Birmingham (by Cloud Video Platform) **On:** 30 January 2024

Before: Employment Judge V Jones

Representation

For the claimant: in person

For the respondent: no appearance

JUDGMENT

1. The claimant's complaints of direct sex discrimination contrary to s13 and s39 Equality Act 2010 are dismissed
2. The claimant's complaint of indirect sex discrimination contrary to s19 and s39 Equality Act 2010 succeeds
3. The respondent is ordered to pay the claimant compensation of £26,513.72, calculated in accordance with the schedule below
3. The above award includes interest in the sum of £1,866.17

SCHEDULE

A Past Loss	£
Loss of earnings from 11.10.22 to 30.1.24 (68 weeks) @ £276.87 pw(net)	18,827.16
<u>Less</u>	
Earnings 31.1.23 to 2.9.23	4,800.00
Earnings 14.11.23 to 30.1.24	1,506.30
Universal credit	<u>4,374.10</u>
<u>Subtotal</u>	8,146.76
<u>Add</u>	
Loss of pension contributions (68 x £5.51 pw)	374.68
Expenses incurred attending job interviews	<u>20.00</u>
<u>Subtotal</u>	8,541.44

Add 25% uplift for breaches of ACAS code of Practice (under s207A Trade Union and Labour Relations (Consolidation) Act 1992 (TULR(C)A) 2,135.36

Total past loss 10,676.80

B. Future loss

20 weeks at £58.83 pw (£276.87 less 150.63 (earnings) less 67.41(universal credit) 1,176.60

Add 25% uplift under s207A TULR(C)A 294.15

Total future loss 1,470.75

C. Injury to feelings

Compensation for Injury to feelings 10,000.00

Add 25% uplift under s207A TULR(C)A 2,500.00

Total injury to feelings award 12,500.00

D. Interest

(i) 34 weeks (@8%) interest on past loss (calculated from the "mid point" under reg 6(1)(b) Interest on Awards in Discrimination Cases) (Amendment) Regulations 2013 558.48

(ii) 68 weeks interest (at 8%) on injury to feelings Award (calculated from 11 October 2022) 1,307.69

(iii) Total interest 1,866.17

Grand Total (A+B+C+D) **£26,513.72**

Employment Judge V. Jones

Date 02 February 2024

Case No: 1301662/2023

Note

Written reasons will not be provided unless 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.