



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs T Dilibe

**Respondents:** (1) Woodhaze Ltd t/a Windows to the Womb  
(Swansea)  
(2) Mr A Woodcock

**Heard at:** Cardiff (by CVP) On: 25 & 26 January 2024

**Before:** Employment Judge C Sharp  
Ms Y Neves  
Ms G Rees

**Representation:**

Claimant: Ms K Balmer (Counsel)  
Respondents: Mr N Henry (Consultant)

## REMEDY JUDGMENT

The unanimous judgment of the Tribunal is that:

1. In respect of the unauthorised deduction from wages claim, the First Respondent must pay the Claimant the sum of £2538.40 gross;
2. In respect of the unpaid annual leave entitlement, the First Respondent must pay the Claimant the sum of £2157.64 gross;
3. In respect of the compensation due in respect of the upheld claims of harassment relating to race and direct race discrimination, the First and Second Respondents must pay the Claimant a total of £28,915.08. This sum has been reached as follows:

3.1 For financial loss (and noting that the parties agreed during the hearing on 25 January 2024 and confirmed again the next day that the figure

remained agreed; later emails seeking to resile during deliberations were not accepted) the sum of £2,114.43 inclusive of interest (the Tribunal is unable to provide a calculation of interest as required under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, despite asking the parties to assist);

3.2 For non-financial loss arising from discrimination, the Tribunal awards:

3.2.1 £20,000 in respect of injury to feelings;

3.2.2 £2,000 aggravated damages;

3.2.3 These sums attracted interest at 8% a year. For the injury to feelings award, interest runs from 19 March 2021 (the earliest discriminatory act) to today, which is 1043 days. For the injury to feelings award, the interest awarded totals £4572.05. For the aggravated damages award, interest is calculated at the same rate but from the mid-point – 522 days (1043 days divided by two). The interest awarded totals £228.60;

3.2.4 The Tribunal does not find that the ACAS Code of Practice on Disciplinary and Grievances was engaged.

4. The Claimant is responsible for dealing with any tax or statutory deductions that may be due.

Employment Judge C Sharp  
Dated: 26 January 2024

JUDGMENT SENT TO THE PARTIES ON 29 January 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**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](http://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/>