



EMPLOYMENT TRIBUNALS

Heard at: Croydon (by video) **On:** 15 February 2024

Claimant: Mr Rosanna Dias

Respondent: Mad Deals Limited t/a Magenta Flowers

Before: Employment Judge E Fowell

Mr N Shanks

Mrs C Wickhershaw

Representation:

Claimant In Person

Respondent No appearance

JUDGMENT

1. The response having been struck out, judgment is entered for the claimant for
 - (a) harassment under section 26 Equality Act 2010 and
 - (b) discrimination arising from disability under section 15 Equality Act 2010.
2. The claimant is awarded compensation in the sum of **£56,746**.
3. That award is comprised of the following elements:

(a) Financial Loss	£10,726
(b) Non-financial Loss	£45,155
4. The Financial Loss is made up as follows

(a) Loss of earnings from 10 February 2022 to 13 October 2022	£7,006
(b) Expenses incurred in treatment	£1575
(c) ACAS uplift at 25%	£2,145
(d) Interest on the above to date from mid-point at 8%	£865

(e) Sub-Total	<u>£11,591</u>
5. The Non-Financial Loss is made up as follows	
(a) Injury to feelings	£32,000
(b) ACAS uplift at 25%	£8,000
(c) Interest at 8% from 10 February 2022	£5,155
(d) Sub-Total	<u>£45,155</u>

Employment Judge Fowell

Date 15 February 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON

21st February 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/>