



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Victoria Pearson

**Respondents:** (1) The Belsteads Group Ltd.  
(2) Ms Kerry Pollard  
(3) Mr Alec Cussell  
(4) Ms Joanne Turner

**Heard at:** East London Hearing Centre (in public by CVP)

**On:** 25 March 2024

**Before:** Employment Judge B Elgot  
**Member:** Mr J Webb

## Appearances

For the claimant: Mr E Johnson, lay representative  
For the respondents: Mr E McFarlane, Legal Consultant

# REMEDY JUDGMENT

1. The Claimant having succeeded in the claims set out in the Liability Judgment dated 27 July 2023 and sent to the parties on 7 August 2023 and a Remedy Judgment in relation to her successful claims against R1, R3 and R4 having been sent to the parties on 12 December 2023 the Respondents are ordered to pay compensation to her in relation to those claims which have also succeeded against R2 as follows:-
2. By reference to paragraph 160 of the liability judgment and paragraphs 4.1.4,4.1.5 and 4.1.6 in the List of Issues and in respect of the finding by the Tribunal that R1, R2,R3 and R4 subjected the Claimant to detriment by their mishandling of the implementation of a Performance Improvement Plan notified to her on 17 July 2020 on the ground that she made protected disclosures on 4 April 2020 we award compensation for injury to feelings for which R1,R2,R3 and R4 have joint and several liability to pay as follows:-

Injury to Feelings	£4500
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15% uplift for unreasonable failure to comply with ACAS Code of Practice on Disciplinary and Grievance procedures 2015	£ 675
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Total £5175

3. An additional award for injury to feelings is made in relation to the deprivation of compensation and delay in receipt for £5175 injury to feelings over the period from 23 July 2020 (which is the date set out in the Claimant's schedule of loss as the date of contravention) to 25 March 2024, the date of this hearing (1342 days) . This amount is calculated by reference to an amount equivalent to simple interest accruing day to day at 8% per annum which is £1521.39.

**Total £6696.39**

4. In respect of the finding by the Tribunal by reference to paragraph 4.1.8 of the List of Issues that R1, R2 and R3 subjected the Claimant to detriment by failing to conduct a fair investigation and disciplinary procedure leading up to her dismissal on the ground that she made protected disclosures on 4 April and 22 August 2022 we award compensation for injury to feelings which R1, R2 and R3 have joint and several liability to pay as follows :-

Injury to Feelings	£4000
20% ACAS uplift	£ 800
Total	£4800

5. An additional award for injury to feelings is made in relation to the deprivation of compensation for injured feelings and the delay in receipt for £4800 injury to feelings over the period from 29 September 2020 (date of Claimant's suspension) to 25 March 2024, the date of this hearing (1274 days). This amount is calculated by reference to an amount equivalent to simple interest accruing day to day at 8% per annum which is £ 1339.80.

**Total £6139.80**

6. The amounts payable to the Claimant **within 21 days** are as follows:-

<b>R1,R2, R3 and R4 must pay</b>	<b>£ 6696.39</b>
<b>R1, R2 and R3 must pay</b>	<b>£ 6139.80</b>

7. The total compensation awarded to the Claimant is £12,836.19.

**Employment Judge B Elgot**  
**Dated: 27 March 2024**