



EMPLOYMENT TRIBUNALS

Claimant: Miss A Khan

Respondent: R Townhouse Ltd, trading as Raffles

Heard at: London Central

On: 11 April 2024

Before: Tribunal Judge J E Plowright acting as an Employment Judge

Appearances

For the Claimant: In person

For the Respondent: No attendance

REMEDY JUDGMENT

1. The respondent must pay to the claimant the sum of **£65,142.05**. This award has been arrived at as follows:

Harassment Related To Sex

Injury to feelings: £43,750

Interest on injury to feelings award: £10,183.56

Loss of earnings: £3,349.69

Interest on loss of earnings award: £389.84

Holiday Pay

Holiday Pay: £440.55

Total net award

£58,113.64

2. As the total award of compensation is more than £30,000 it is necessary to gross up the award. The tax free element is £30,000. Therefore the figure upon which tax needs to be paid is £28,113.64. The grossed up compensation of £28,113.64 divided by 0.8 = £35,142.05.
3. The total award payable to the claimant by the respondent is therefore **£65,142.05** (£30,000 + £35,142.05).
4. The claimant will be required to pay any tax that is due on this sum of money.

Tribunal Judge Plowright acting as an Employment Judge

DATE: 11/04/24

Sent to the parties on:

19 April 2024

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For the Tribunal:

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.