



# EMPLOYMENT TRIBUNALS

**Claimant:** Storm Botha

**Respondent:** White Lake Cheeses Ltd

**Heard at:** Bristol (by video) **On:** 24 April 2024

**Before:** Employment Judge Street  
D England  
E Bees

**Representation**

Claimant: in person  
Respondent: Mr Curtis, counsel

## JUDGMENT

Pursuant to the Judgment on liability issued on 20 September 2023:

1. in respect of the unfair dismissal, the Respondent is Ordered to pay the Claimant the sum of £440, and
2. in respect of the discrimination including dismissal, detriment and victimisation under the Equality Act 2010 and the claims of detriment under section 47C of the Employment Rights Act 1996, the Respondent is Ordered to pay the Claimant the sum of £19,266.93.

**The total sum the Respondent is Ordered to pay the Claimant is £19,694.42.**

**Employment Judge Street**  
24 April 2024

JUDGMENT SENT TO THE PARTIES ON  
13 May 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

**Calculation**

In respect of automatically unfair dismissal, a basic award agreed at £440  
In respect of discrimination etc, £19,266.93 made up as follows

Financial Losses

Prior to dismissal	£2,617.74
19 December 2021 to 9 January 2022	£1,110.15
10 January 2022 to 10 August 2022	£1,179.85
Interview expenses	£10.00
<b>Total financial losses</b>	<b>£4917.74</b>
<b>Injury to feelings</b>	<b>£9,000.00</b>
<b>Subtotal</b>	<b>£13,917.74</b>
<b>Breach of the ACAS Code 25%</b>	<b>£3479.44</b>
<b>Interest on injury to feelings</b>	<b>£1869.75</b>
<b>Total discrimination award</b>	<b>£19,266.93</b>
<b>Total sum due from Respondent</b>	<b>£19,694.42</b>

All sums awarded are connected with termination of employment and fall within the £30,000 exemption from tax

**Recoupment does not apply.**

**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/>