



# EMPLOYMENT TRIBUNALS

**Claimants:** (1) Miss N James  
(2) Miss J Saine

**Respondent:** London and Quadrant Housing Trust

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

**On:** 7, 8 and 9 May 2024

**Before:** Employment Judge Gordon Walker

**Members:** Mr S Woodhouse  
Ms J Houzer

## Representation

For the claimant: Mr D Stephenson, counsel  
For the respondent: Mr S Butler, counsel

# JUDGMENT

## First claimant's claims

1. The respondent must pay to the first claimant the sum of £64,058.67 which is made up as follows:
  - a. Past loss of earnings and pension: £10,073.70
  - b. Future loss of earnings and pension: £26,645.25
  - c. Interest on loss of earnings and pension: £873.05
  - d. An agreed sum for grossing up i.e. in respect of the taxation payable on the above: £3,000
  - e. Injury to feelings: £20,000
  - f. Interest on injury to feelings: £3,466.67

## Second claimant's claims

2. The respondent must pay to the second claimant the sum of £30,875.63 which is made up as follows:
  - a. Past loss of earnings and pension: £5,073

- b. Future loss of earnings and pension: £1,896.30
- c. Interest on loss of earnings and pension: £439.66
- d. Injury to feelings: £20,000
- e. Interest on injury to feelings: £3,466.67

Calculations: first claimant's claims

- 1) *Difference between existing salary and Head of Homeownership salary: 50% basis*

Gross figures

- 2022/23: £2798.24
- 2023/24: £3207.08
- 2024/25: £3207.08
- 2025/26: £1603.54 (six months' loss)

Net figures (71% of gross figures)

- 2022/23: £1986.75
- 2023/24: £2277
- 2024/25: £2277
- 2025/26: £1138.50

Net loss of earnings

- 50% of total net figures: £3839.25

Pension loss

- 50% of 6% of total gross figures: £324.46

- 2) *After date of termination, difference between existing salary and nil salary: 100% basis*

Gross figures

- 9 March 2024 to 31 March 2024: £58206 salary / 365 days year x 23 days = £3668
- 2024/25: £59,956 (2023/24 salary plus £1750)
- 2025/26: £61,706 (2024/25 salary plus) / 2 (six months loss) = £30,853

Net figures (71% of gross figures)

- 9 March 2024 to 31 March 2024: £2604
- 2024/25: £42,568.76
- 2025/6: £21,905.63

Net loss of earnings

- 100% of total net figures: £67,078.39

Pension loss

- 100% of 6% of total gross figures: £5668.62

Credit for redundancy payment

(£40,191.76)

3) *Past loss*

- The past loss element of the above figures is calculated taking the loss to 31 March 2024 and adding 1.25 months of the loss for the year 2024/25, to get to the date of the remedy hearing.
- Total = £10,073.70

4) *Interest on past loss of earnings and pension*

- 8% of the past loss figure, from the mid-point between discrimination and remedy hearing (13 months)
- $£10,073.70 \times 8\% / 12 \times 13 = £873.05$

5) *Grossing up*

- Agreed sum of £3,000

6) *Injury to feelings and interest thereon*

- £20,000 injury to feelings
- 8% of this, from the date of discrimination to remedy hearing (26 months)
- $£20,000 \times 8\% / 12 \times 26 = £3,466.67$

Calculations: second claimant's claims

1) *Difference between existing salary and Head of Homeownership salary: 50% basis*

Gross figures

- 2022/23: £6692.80
- 2023/24: £3892.40 + £2018.86 = £5911.26
- 2024/25: £5498

Net figures (71% of gross figures)

- 2022/23: £4751.89
- 2023/24: £4197
- 2024/25: £3903.58

Net loss of earnings

- 50% of total net figures: £6426.24

Pension loss

- 50% of 6% of total gross figures: £543.06

2) *Past loss*

- The past loss element of the above figures is calculated taking the loss to 31 March 2024 and adding 1.25 months of the loss for the year 2024/25, to get to the date of the remedy hearing.
- Total = £5073

3) *Interest on past loss of earnings and pension*

- 8% of the past loss figure, from the mid-point between discrimination and remedy hearing (13 months)

**Case Numbers: 3205212/2022 &  
3205213/2022**

-  $\pounds 5073 \times 8\% / 12 \times 13 = \pounds 439.66$

4) *Injury to feelings and interest thereon*

- $\pounds 20,000$  injury to feelings
- 8% of this, from the date of discrimination to remedy hearing (26 months)
- $\pounds 20,000 \times 8\% / 12 \times 26 = \pounds 3,466.67$

**Employment Judge E Gordon Walker  
Date: 10 May 2024**