



EMPLOYMENT TRIBUNALS

Claimant: Mr T Riley

Respondent: Aurachain UK Ltd

Heard at: Watford Employment Tribunal (via video)

On: 30 September 2024

Before: Employment Judge Armstrong

Representation

Claimant: Miss H Moizer (a barrister)

Respondent: No attendance

The response having been struck out by order of EJ French dated 24 September 2024 and the case listed for a remedy hearing, the Tribunal enters the following

JUDGMENT

1. The claimant's claims for direct discrimination, harassment, victimisation, unauthorised deductions from wages and breach of contract succeed.
2. The claimant's claim for indirect discrimination is dismissed.
3. The respondent shall pay to the claimant the total sum of **£186,229.87** comprising the following:
 - 3.1. **£3,800** in respect of breach of contract;
 - 3.2. **£1,179.56** in respect of unauthorised deductions from wages;
 - 3.3. **£44,231,10** financial losses (loss of earnings);
 - 3.4. **£33,700** injury to feelings;
 - 3.5. **£15,586.22** 20% ACAS uplift;
 - 3.6. **£17,429.54** interest
 - 3.7. **£70,303.45** grossing up to compensate for taxation;

Employment Judge **Armstrong**

Date: 30 September 2024

JUDGMENT SENT TO THE PARTIES ON

1/10/2024

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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/>