



# EMPLOYMENT TRIBUNALS

**Claimant**  
DEF

v

**Respondent**  
Blenheim CDP

**Heard at:** Watford (by video)

**On:** 28 July 2021

**Before:** Employment Judge Quill; Mr D Bean; Mr P English

## Appearances

**For the Claimant:** Ms C Ibbotson

**For the Respondent:** Ms G Boorer, counsel

## JUDGMENT

1. The Respondent is ordered to pay the Claimant the sum of £48476.20. The breakdown of which is:
  - 1.1. Basic Award for unfair dismissal
  - 1.2. Compensatory award for unfair dismissal of £500 for loss of statutory rights
  - 1.3. For the contraventions of Equality Act 2010 as per the liability decision:
    - 1.3.1. Financial loss: £14572.53
    - 1.3.2. Interest on financial loss: £2874.19
    - 1.3.3. Injury to Feelings: £20,000
    - 1.3.4. Interest on injury to Feelings £5584.66
  - 1.4. £1136.82 as the additional sum to gross up the above so that the Claimant receives the appropriate net amount after tax.
2. The recoupment regulations do not apply.

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**Employment Judge Quill**

Date: 28 July 2021

JUDGMENT SENT TO THE PARTIES ON

02/09/2021

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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